

# Equality Impact Assessment

Environmental Health & Licensing  
Enforcement Policy 2019

## Section 1: Introduction and background

<b>What is being assessed?</b>	Environmental Health & Licensing Enforcement Policy 2019
<b>Business unit</b>	Environmental Health & Licensing
<b>Job title of assessor</b>	Strategic Partnership Manager – EH & Licensing
<b>Strategic Management Lead</b>	Jack Straw
<b>Date of assessment</b>	12.08.19
<b>Is this a new or existing function or policy?</b>	Existing function with a new/updated policy

### Description of the function or policy, including:

- **The aims and scope**
- **The main beneficiaries or users**
- **The main equality issues and barriers, and the protected characteristics<sup>1</sup> they relate to (not all assessments will encounter issues relating to every protected characteristic)**

This policy describes the key aims, principles, priorities and options open to Environmental Health and Licensing to secure regulatory compliance and both investigate and, where necessary, undertake enforcement action following breaches of regulations.

It provides clarity to both our commitment and approach to securing effective public and environmental protection, for those who reside, work or visit our area.

### Description of how the function or policy fits into the Council's Corporate Priorities or other local, regional or national plans and priorities

Local Authorities are required to publish a policy setting out their approach to compliance and enforcement by the Regulators' Code which was published by the 'Better Regulation' Delivery Office (now Regulatory Delivery, part of the Department for Business, Energy & Industrial Strategy) in April 2014.

All regulatory services within Environmental Health & Licensing are covered by this policy and include:

- The Residential & Environment Team e.g. statutory nuisances, contaminated land, air quality, housing conditions and standards, filthy & verminous premises, licensing of houses in multiple occupation and caravan sites etc.
- The Commercial Team e.g. food hygiene and safety, and infectious disease

<sup>1</sup>The protected characteristics are age, sex, disability, pregnancy and maternity, race and ethnicity, religion and belief, gender reassignment, sexual orientation, and marriage and civil partnership (Source: Equality Act 2010)

control, occupational health & safety in the workplace; smoke-free legislation etc.

- The Compliance Team e.g. licensing of alcohol & 'public entertainment', gambling, hackney carriages and private hire vehicle, animal welfare, street trading and various other licensable activities etc.

In addition to general principles detailed in the Regulators' Code and this Policy, there will be specific guidance and policy objectives for each of these enforcement teams. This may include national codes, guidance, national priorities, local enforcement priorities, aims, objectives and service standards.

Each team within Environmental Health & Licensing will have regard to these additional requirements whilst undertaking their work. National priority regulatory outcomes for England supported by the Department for Business, Energy & Industrial Strategy are:

- Support economic growth, especially in small businesses, by ensuring a fair, responsible and competitive trading environment
- Protect the environment for future generations including tackling the threats and impacts of climate change
- Improve quality of life and wellbeing by ensuring clean and safe neighbourhoods
- Help people to live healthier lives by preventing ill health and harm and promoting public health; and
- Ensure a safe, healthy and sustainable food chain for the benefits of consumers and the rural economy

The teams will also have regard to the priorities of the Council Strategy 2019-2024 which include:

- Community Wellbeing – Promote opportunities for residents of all ages to live safe, healthy and fulfilling lives
- Environment – Work with other agencies to lessen the impact of environmental pollution, paying particular attention to air quality; and
- Prosperity – Work towards making Mole Valley a prime business location with improved infrastructure to attract and retain creative, entrepreneurial and innovative talent.

## Section 2: Analysis and assessment

Indicate for each protected characteristic whether there may be a positive impact, negative impact, a mixture of both or no impact – using a tick <input type="checkbox"/> in the appropriate columns				
Protected characteristics	Positive	Negative	No impact	Reason
Age			✓	
Sex			✓	
Disability			✓	
Pregnancy and maternity			✓	
Race and ethnicity			✓	
Religion and belief			✓	
Gender reassignment			✓	
Sexual orientation			✓	
Marriage and civil partnership			✓	
Other aspects to consider	Positive	Negative	No impact	Reason
Carers			✓	
Rural/urban access issues			✓	
HR issues (how will staff with protected characteristics be affected?)			✓	

### What can be done to reduce the effects of any negative impacts?

Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

The Policy is intended to show Environmental Health and Licensing's approach to securing regulatory compliance and the options available within legislation covered by the teams above.

The main focus will be on the activities that give rise to the most serious risks to the safety and health of the public and/or the environment or where a duty-holder seeks a commercial advantage by breaking the law.

As the policy details the approach to securing regulatory compliance within legislation there are no identified negative impacts for each protected characteristics.

**Where there are positive impacts, what changes have been or will be made?**

Who are the beneficiaries? How have they benefited?

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**Questions to be addressed**

- Using your initial impression, the available evidence and the views of others, what kind of equality impact will there actually be? No impact
- Is the impact positive or negative, or is there a mix of both? No impact
- How significant is the impact in terms of its nature and the number of people likely to be affected? N/A
- Could the impact constitute unlawful discrimination? No
- Can any negative impact be justified? N/A
- What do you need to do, or what changes do you need to make in order to minimise negative impact? (Recommendations) N/A
- What are the positive impacts likely to result from the proposal and how can these be maximised? N/A
- Will reducing negative impacts and maximising positive ones require any additional resources? N/A
- What further information is required to measure the probability and/or the extent of the impact? N/A
- Where and how can that information be obtained? N/A

**Section 3: Evidence gathering and fact-finding**

**What evidence is available to support your views above?**

Please include:

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

**How have stakeholders been involved in this assessment?**

Who are they, and what is their view?

No stakeholders have been involved in this assessment

**Recommendations**

Summary of the main recommendations (if any) arising from the assessment

No recommendations arising from the assessment

**Section 4: Action Plan**

Actions needed to implement the EqlA recommendations (if any)

Issue	Action	Expected outcome	Who	Deadline for action