

Equality Analysis Report

Title of activity / Budget Proposal title and number Stop the Bed:Safe Service	Committee meeting (decision maker) and date Executive Committee 20 January 2016
Service area Democratic & Registration Service Group	Lead officer Keith Simmons Head of Democratic & Registration Service Group
Approved by Barbara Morris Assistant Chief Executive (Governance & HR)	Date of approval 6 January 2016
Description of activity: The Bedsafe scheme was initiated in 2003 and is now well established. Premise Licences have conditions attached which require venues within the Town Centre to have a Nite Net Radio, High Visibility Jackets, attendance at Bed:Safe Licensees' Meetings and other conditions. The Taxi Marshal Scheme which is currently funded by Bedford Bid has been in existence since 2006 and subject to continued outside funding will continue to reduce flashpoints at Taxi Ranks. The discontinuance of the Bedsafe resource and the projects delivered through it could generate savings to the Council of £16,000 per year in salary and direct on costs. As reported above, it delivers projects which are funded from outside of the Council and therefore there would be loss of the projects/income of about £23,000. The non-discretionary areas of this role can be absorbed by the licensing teams.	

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	<p>Premise Licenses and Personal Licence holders will be impacted. The day to day pro-active work undertaken through the Bed:Safe resource will cease. As such the co-ordinating resource designed to support best practice and facilitate achievement in good practice by formulating training proposals for bar staff, prospective personal licence holders and fire safety will not be absorbed by the Councils remaining staff. Similarly, the support given to the Best Bar None scheme will be removed. This support included securing assessors, training assessors, securing applications from licensees, providing documentary material for applicants and assessors, collating responses and helping moderate the process, bringing the judging panel together, making arrangement for the sponsorship of the scheme and arranging the awards evening. Removal of this resource by the Authority does not prevent others, within the sector, taking on this role should they see the good work to date continue.</p> <p>Additionally, the meeting arrangements, minuting support for meetings and general support for the BAND scheme will need to be provided by licensees rather than the Authority.</p>
Which particular protected equality groups are likely / will be affected?	<p>The age profile of those who visit the Bedford Town Centre to use the premises as part of the night-time economy being assessed is broad but is significantly skewed towards the younger ages (above 18years). As such, there may be a secondary impact for this group by the removal of the co-ordinating support for Bed:Safe</p>

Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	<p>The Bed:Safe resource is directed towards the Night Time Economy (NTE) in Bedford town centre. The predominant form of activity/ income for the NTE is alcohol related, as such much of the work carried out by Bed:Safe is alcohol related. There is a lack of up to date evidence on the effects the Bedford NTE has on protected groups.</p> <p>The Crime Survey for England and Wales (CSEW) carried out by the Office for National Statistics in 2013/2014 showed that the 53% all violent incidents are alcohol related. Violence was often alcohol-</p>
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	<p>related in incidents involving male victims (63%). Alcohol-related incidents most commonly involved strangers (64%). Violent incidents were more likely to involve alcohol at the weekend (70%). The proportion of violent incidents that were alcohol-related increase as the evening progressed, 22:00 to 00:00 (83%) then 00:00 to 06:00 (84%). The CSEW is a victim-based survey, and as such information on the characteristics of offender(s) is limited to the perceptions of the victim. However, the data available suggests that offenders in alcohol-related violent incidents share a similar age and gender profile to victims in these incidents. In the combined 2012/13 and 2013/14 surveys, the offender(s) were male in 80% of alcohol-related violent incidents, female in 12%, and from a mixed gender group of offenders in 8% of incidents. Offender(s) were aged between 16 and 24 in 51%, 25 and 39 in 42%, and 40 or older in 15% of alcohol-related violent incidents. The Survey made no reference to any other protected group.</p>
<p>What consultation did you carry out with protected equality groups to identify your activity's effect on equality?</p>	<p>The consultation for the removal of the Bed:Safe resource was provided as part the Budget 2016 Public Consultation. This provided for wide ranging consultation with community groups who themselves will represent and provide services for protected groups. There were no relevant responses.</p>
<p>What does this evidence tell you about the different protected groups?</p>	<p>The evidence shows that nationally the age and/or gender of a person can have a direct correlation to their risk of involvement in alcohol-related violent crime. The absence of any preventative strategies, such as Bed:Safe, may have a secondary impact on these protected groups. In that the removal of actions designed to reduce the risk of violent crime by Bed:Safe will have a disproportionate effect on these protected groups. However the removal of the resource provided by the Authority for Bed:Safe does not mean that the operation will cease all together. This proposal does not aim to adjust or reduce the resource provided by the Police, Fire Service, Bedford Bid or the trade. The Authority will provide staff time to attend meetings of Licensee Forums when the need arises. Nite:Net Radios will be held and be able, on a temporary basis, to loan to Licensees should the need arise in order for the Licensee to comply with Licence conditions.</p>
<p>What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?</p>	<p>Further research in to the NTE in Bedford and the changes experienced in the last 12 years since the introduction of Bed:Safe.</p>

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age	National Statistics suggest that age is a factor in the probability of a person being involved in alcohol-related violence. The degree to which the Bed:Safe initiative has a preventative effect, if at all, is unclear. The Bed:Safe initiative will continue to operate irrelevant of the removal of the co-ordination resource provided by the Authority. As such mitigating any impact that may be caused to this protected characteristic.		
Disability			
Gender reassignment			
Pregnancy and maternity			
Race			
Religion or belief			
Sex	National Statistics suggest that gender is a factor in the probability of a person being involved in alcohol-related violence. The degree to which the Bed:Safe initiative has a preventative effect, if at all, is unclear. The Bed:Safe initiative will continue to operate irrelevant of the removal of the co-ordination resource provided by the Authority. As such mitigating any impact that may be caused to this protected characteristic.		

Sexual orientation			
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Although the age of a person can have a direct correlation to their risk of involvement in alcohol-related violent crime, there is no evidence to suggest that people from different age groups will be negatively impacted by this proposal. There is no foreseeable impact that would mean a person could be treated more adversely due to their age as consequence of the removal of the Bed:Safe resource provided by the Authority.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Although the sex of a person can have a direct correlation to their risk of involvement in alcohol-related violent crime, there is no evidence to suggest that people from different age groups will be negatively impacted by this proposal. There is no foreseeable impact that would mean a person could be treated more adversely due to their gender as consequence of the removal of the Bed:Safe resource provided by the Authority.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	Not Applicable
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	Not Applicable

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact				
Actions to increase positive impact				
Actions to develop equality evidence, information and data	Monitoring of anecdotal reports of discrimination to consider whether further research is necessary	Keith Simmons	Ongoing – but at least annually	
Actions to improve equality in procurement / commissioning				

Other relevant actions	Attendance at Bed:Safe meetings	Keith Simmons	Ongoing – but at least quarterly	
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Recommendation

No major change required	<input checked="" type="checkbox"/>	Having considered the evidence, it is recommended that no major change is required to the proposal because the removal of the Bed:Safe resource will have a neutral impact on equality. Furthermore, the Authority intends to continue to support the Bed:Safe initiative albeit in a reduce format.
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 19(1) of the Equality Act 2010.

The primary impact of the policy option will be upon the partner organisations including other public service providers and licences. However, the Bed:Safe operation will still function irrespective of the removal of the co-ordination resource provided by the Authority. It is expected that Licensees will continue to attend Bed:Safe meetings and operate the BAND scheme without the co-ordination provided by the Authority. However, the Authority will provide an element of team time to attend meetings when the need arises and hold NiteNet radios to, on a temporary basis, loan to licences should the need arise for the Licensees to comply with Licence conditions. Some of the assessment criteria for achieving accredited status for the Best Bar None Scheme will remain as requirements on Premises Licences and will be stipulated in future Premise Licences. Such requirements will be checked/ enforced by the Authority, the Police and others as appropriate.

Having considered the assessment, it is concluded that the removal of the Bed:Safe resource will have a neutral impact on equality. The Authority intends to continue to support the Bed:Safe initiative albeit in a reduce format. The continuation of the Bed:Safe initiative will help

mitigate the potential Secondary impacts to protected characteristics described in this assessment. Through attendance at Bed:Safe meeting the Authority can continue to identify measures to promote equality.

Monitoring and review

Monitoring and review	Review date
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