

To: Renfrewshire Licensing Board

On: 27th April 2023

Report by Clerk to the Licensing Board

Equality Outcomes and Mainstreaming Progress Report

1. Introduction

1.1 Renfrewshire Licensing Board has a statutory duty to report on progress in achieving its agreed set of equality outcomes and mainstreaming the general equality duty, by 30th April 2023. The report attached at Appendix 1 includes a report on progress in respect of both these matters.

2 Background

2.1 The Board has a General Equality Duty, which requires it to pay due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations as set out in section 149(1) of the Equality Act 2010. There are a number of specific duties laid out for public authorities in regulations made under the Act to support the General Equality Duty. These include the duties set out above, at Paragraph 1.1.

2.2 In terms of these specific duties, the Board is required to report its progress on mainstreaming equality and on its equality outcomes by 30th April 2023, as well as to publish gender pay gap information. The Board does not, however, employ staff in its own right, as all staff who provide support to the Licensing Board are employed by Renfrewshire Council. The Licensing Board previously approved three equality outcomes at its meeting on 15th March 2021, as detailed at Paragraph 2.4 below.

2.3 The Progress Report at Appendix 1 provides a single report to provide an update on the Board's progress. The Board is asked to agree to publication of this report to meet its duties to report on progress publicly and in an accessible manner. The report provides information, at Paragraphs 3 to 10, as to what action has been taken to mainstream the Board's general equality duty in the reporting period from 2021-2023. The report also details progress in meeting the Board's equality outcomes, which were published in April 2021.

2.4 The Board's existing equality outcomes are as follows:


- i) Service users across the equality groups are positive and engaged with the Licensing services;
- ii) The licensing process is accessible for all people with protected characteristics;

iii) The Board works with partners to improve access to licensed premises by people with protected characteristics.

2.5 The report details the Board's progress on equalities across the Board's licensing functions. Key highlights of this progress include: widespread public engagement on an ongoing basis during consultation processes to include representatives of those with protected characteristics; modernisation of processes and improved public engagement to ensure licensing procedures remain accessible to relevant stakeholders, and an updated local profile for gambling policy in relation to children and vulnerable people

3. Recommendations

3.1 The Board is requested to note the progress documented within the attached report at Appendix 1 and agree publication.



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Mark Conaghan
Clerk to the Licensing Board

APPENDIX 1

If you wish to have any of this information reproduced in another format or language, please contact:

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RENFREWSHIRE LICENSING BOARD'S PROGRESS REPORT ON MAINSTREAMING EQUALITIES AND DELIVERING EQUALITIES OUTCOMES FOR THE PERIOD 2021-2023

1. INTRODUCTION

- 1.1 Renfrewshire Licensing Board ("the Board"), as a listed Public Authority, is required to report progress made in mainstreaming the equality duty and in achieving its equality outcomes which were last published in 2021.
- 1.2 This report provides information on the actions agreed to deliver these equality outcomes, along with information on progress the Board has made to make its general equality duty integral to the exercise of its functions. Equality outcomes are defined as results intended to achieve, through the exercise of the authority's functions, one or more of the needs of the general equality duty.
- 1.3 This report also provides other information that the Board is required to publish by 30th April 2023.
- 1.4 The report meets our duties to report the above information, publicly and in an accessible manner. The report, and other Board policies, are available on the Board's web pages and can be reproduced in another format on request.

2. OUR DUTIES

- 2.1 The Board is fully committed to embedding equality into all our functions. The Equality Act 2010 ("the 2010 Act") protects people from unfair treatment and asks public bodies like the Board to show how they make a positive difference to different groups of people. The 2010 Act brings together forty years of equality legislation and covers "protected characteristics", which include:
 - Age
 - Disability
 - Gender reassignment
 - Pregnancy and maternity
 - Race
 - Religion and belief
 - Sex
 - Sexual orientation
 - Marriage/ civil partnership
- 2.2 We usually refer to people covered by the protected characteristics as

“equality groups”. The 2010 Act requires that listed public authorities, such as the Board, take account of the need to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

In respect of marriage/ civil partnership, only the first of these three duties applies.

2.3 The Act also requires the Board to publish a set of equality outcomes every four years. We last did this in 2021.

3. THE BOARD

3.1 Although the Board has a separate legal status from Renfrewshire Council, members of the Licensing Board are Renfrewshire Councillors appointed to the Board by Renfrewshire Council. Renfrewshire Council's progress report on mainstreaming equality and equality outcomes will also be available on the Council's website, once agreed and published.

3.2 The Board currently consists of ten Renfrewshire Councillors, who were elected to serve on the Board by the Council at its first statutory meeting following the local government election in May 2022. Currently, seven of these Councillors are men and three are women. (Prior to the election of new Councillors to the Board in 2022, five Councillors were men and five were women).

3.3 The legal and administrative support to the Board is provided by employees of Renfrewshire Council. None of the Renfrewshire Council employees who support the Licensing Board do so exclusively. The Board meets using Renfrewshire Council's facilities and services, either in person at the Council's Headquarters or using remote or hybrid means.

3.4 Therefore, the action and information which will be set out in the Council's progress report detailed above once published, in so far as relevant to Council employees and access to Council services, applies equally in relation to the Licensing Board. The close connection between the Board and the Council affords the opportunity to benefit directly from the actions already taken or proposed by the Council to ensure that the Council and Board fulfil their legislative equality obligations by creating a culture which fosters good relations and values diversity, promotes equality and tackles discrimination.

3.5 The detailed information at Paragraphs 3 to 10 of this report illustrates a range of activities and actions that have been undertaken by Renfrewshire Licensing Board to mainstream equalities. Paragraph 11 of this report provides further information in relation to the progress made to date by the

Board in meeting the equality outcomes previously agreed, for the period 2021 to 2023. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, as amended, which legally require this information to be published, also require listed authorities to gather and use employee information, to publish gender pay gap information and to publish statements on equal pay. However, as stated at Paragraph 3.3 above, the Board does not employ any officers of its own. Any officers who assist the Board are employees of Renfrewshire Council, which requires to publish this information in relation to all employees under these Regulations.

4. GOVERNANCE, ACCOUNTABILITY AND POLICY

- 4.1 Renfrewshire Licensing Board is fully committed to actively embedding equality across all its functions and decision making processes, ensuring equality becomes part of the structure, behaviour and culture of the Board. The Board ensures that all customers and partners are treated fairly and with respect at all times. The Board published its last report on mainstreaming equalities in April 2021 and also published a new set of equality outcomes at that time.
- 4.2 The Board is achieving its commitment to equality with clear governance and accountability arrangements as follows:
- 4.2.1 The Licensing Board is constituted in terms of the Licensing (Scotland) Act 2005 ("the Act"). The Board is entrusted with the administration of liquor licensing. It is also responsible for the licensing of gambling premises and other gaming activities in Scotland in terms of the Gambling Act 2005.
- 4.2.2 The Board's meetings are held in public, but deliberations can be in private. All decisions taken by the Board must be made in public and the Minutes containing these decisions, once approved, are published on the Board's web pages, ensuring that these are accessible to people, including those with protected characteristics.
- 4.2.3 The Board is required in terms of Section 6 of the Act to prepare and publish a Statement of Licensing Policy with respect to the exercise of their functions under the Act. In preparing such a statement, or supplementary statement, the Board must ensure that:
- (i) the policy set out in the Statement seeks to promote the licensing objectives; and
 - (ii) it consults the Local Licensing Forum for the Board's area, the relevant health board in terms of the Act and such other persons as the Board thinks appropriate.

As the requirement to prepare and publish a Statement of Licensing Policy (hereinafter, "Statement") is aligned to local government elections, the Board last did so in 2018 and consulted widely on the proposed terms of the policy.

The Board is currently in the process of preparing its next Statement and has already carried out an initial, informal consultation. In order to assess the impact of its new policy against the needs set out in Paragraph 2.2 above, the Board has been asked to agree to now consult, in particular, the following individuals and organisations who represent people with protected characteristics, as well as the Renfrewshire Community Planning Partnership:

- a) Barnardos Scotland
- b) BLM Renfrewshire
- c) Diversity and Equality Alliance Renfrewshire
- d) Disability Resource Centre
- e) Engage Renfrewshire
- f) FamilyPL
- g) In-Ren Network (Integration Network hosted by Engage Renfrewshire)
- h) KAIROS Women+
- i) LGBT+ Renfrewshire
- j) Members of the Scottish Youth Parliament
- k) PACHEDU
- l) Renfrewshire Access Panel
- m) Renfrewshire Council Youth Services
- n) Renfrewshire Effort to Empower Minorities (REEM)
- o) Renfrewshire Interfaith Group
- p) Renfrewshire Rising
- q) Renfrewshire Visually Impaired Forum
- r) Renfrewshire Youth Voice
- s) ROAR Connections for Life
- t) Soroptomist Paisley
- u) TransForm Renfrewshire
- v) West of Scotland Regional Equality Council (WSREC)
- w) Women's Aid
- x) YouFirst Advocacy

4.2.4 At the time it agreed its current Statement of Licensing Policy in 2018, the Board agreed new licensing conditions in relation to deliveries of alcohol from licensed premises, designed to seek in particular to protect children and young persons from harm, by introducing checks and safeguards around alcohol deliveries. The Board has, during the consultation process so far in relation to its next Statement, been asked to seek views on whether these conditions should be supplemented or amended. The existing Statement meantime also continues to recognise that the licensing process is a daunting experience for members of the public and continues to provide information about available assistance and resources.

4.2.5 The Board also provides in its current Statement, as a general rule, that only those applications and matters which by statute are required to be considered by the Board will be submitted to the Board and all other applications will be determined by the Clerk and Depute Clerks to, or in some cases two Members of, the Board. This is to avoid people, such as those with protected

characteristics, being required to attend a hearing where this can be avoided. Details of matters which require to be considered by the Licensing Board at a hearing are set out within the terms of the Statement of Licensing Policy. Those matters which are determined under delegated powers are reported to the next meeting of the Board and, as such, are accessible in the Agenda for that meeting and in the Minute of the meeting, once approved. These are all published on the Board's web pages.

4.2.6 The Board also agreed, in November 2021, a Statement of Principles under Section 349 of the Gambling Act 2005 to cover the three year period from 31st January 2022. In respect of the statutory review of this policy, the Board again consulted more widely than required by this legislation and similarly sought views from a wide range of consultees representative of equality groups.

4.2.7 The Licensing Board will consider any requests for reasonable adjustments by a disabled person to enable them to participate in a hearing. The Board has recognised that it now has increased flexibility in this regard since new provisions contained in the Coronavirus (Recovery and Reform) (Scotland) Act 2022 came into force in early October 2022. These provisions now require the Board to consult with parties intending to attend a hearing at a meeting of the Board and to seek their views as to the format of the meeting/ hearing. This process ensures that any parties with protected characteristics have an opportunity to express how they wish to participate before a decision is made as to the format of a meeting/ hearing in consultation with the Convener of the Board.

4.2.8 As set out in the Licensing Board's Statement of Licensing Policy, the Board is committed to actively embedding equality across all its functions and decision-making processes. The Statement of Licensing Policy continues to state that:

"29.1 The Board values and celebrates the diversity that exists within Renfrewshire and wants to ensure that everyone can fully participate in the social, cultural, political and economic life of Renfrewshire.

29.2 The Board opposes all forms of unlawful discrimination including discrimination on the grounds of race, sex, gender reassignment, sexual orientation, age, religion/belief, pregnancy/ maternity and disability and recognises that discrimination creates barriers to achieving equality for all people."

The Board's Statement of Licensing Policy also contains a link to this progress report.

4.2.9 The Board now requires a Disabled Access and Facilities Statement (DAFS) to accompany a valid application for a new licence or provisional licence for premises, following upon a change to the 2005 Act. The Board will make any DAFS available to members of the public, where this document exists. The purpose of DAFSs is to make members of the public aware of the disabled access and facilities within liquor licensed premises.

5. ADMINISTRATIVE SUPPORT TO THE LICENSING BOARD

- 5.1 All Licensing Board Members are elected Councillors and all Licensing Board staff are employed by Renfrewshire Council, as stated at Paragraphs 3.2, 3.3 and 3.5 above.
- 5.2 The Clerk to the Licensing Board is the Head of Corporate Governance. The Depute Clerks to the Board are solicitors based within Legal and Democratic Services. All staff dealing with applications on behalf of the Licensing Board are based within the Licensing Section of Legal and Democratic Services. The Council has a statutory duty to employ a Licensing Standards Officer (LSO). Renfrewshire Council employs a number of officers able to carry out the role of LSO. However, these officers, who are based in a wider enforcement team within the Council, also require to carry out a range of other regulatory tasks.
- 5.3 The Board is committed to ongoing development for both Board members and staff with the right skills, capabilities and knowledge to deliver the licensing service. In particular:
- Equalities training is made available to all new Board members.
 - All licensing staff and Licensing Standards Officers complete training on equality and diversity using the Council's iLearn Training Package.
 - All licensing staff, and Board Members, have access to the Council's intranet site, which provides information and guidance on equality to increase awareness. They can also access guidance on HR policies relevant to equality.

6. PARTNERSHIP WORKING

- 6.1 The Board is committed to working in partnership with a wide range of statutory and community organisations together with representatives of the trade and local community to promote the licensing objectives which underpin all of the Board's decision-making processes.
- 6.2 The Board has worked to maintain and strengthen existing partnerships to support the mainstreaming of equality. The Board is required to meet with the Licensing Forum annually, but licensing updates are given to the Forum, when available, from the Licensing Standards Officers, who are represented at all Forum meetings, and the Depute Clerk who attends those meetings as required. The Licensing Forum is the medium through which the Board can engage with representatives of all parts of the community, including those with protected characteristics, to ensure that community views are taken into account in the development of Board policies and guidelines. The Forum requires to be representative of a wide range of interests, including persons

having functions related to health, education or social work and young persons.

- 6.3 As stated at Paragraphs 4.2.3 and 4.2.6 above, the Board consulted widely in relation to the most recent review of its gambling licensing policy statement and will consult widely in relation to the ongoing review of its liquor licensing policy statement. Such consultations are also published on the Council's website to maximise engagement from the public in the consultation process.

7. EQUAL ACCESS TO SERVICES

- 7.1 The Board's services continue to be delivered having regard to an approach which provides for mainstreaming the equality duty.

For example:

- All meetings of the Board either take place in the Council Chamber at Renfrewshire House or by remote or hybrid means, following consultation with all persons intending to be heard, as set out at Paragraph 4.2.7. Any applicant who requires to attend in person to submit a licensing application or make a personal enquiry in relation to an application would attend the Council's Customer Service Centre situated within Renfrewshire House which continues to be accessible to people with access needs, in respect of its public areas.
- The Board meets in public (although consideration of applications may take place in private) and all the decisions are made in public. Where hearings require to take place, the Board will attempt to make the experience as informal as possible consistent with the carrying out of the Board's quasi judicial function. The Minutes setting out the decisions made are, once approved by the Board, also published on the Council's website.

8. INCREASING PARTICIPATION AND INVOLVEMENT

- 8.1 The Board seeks to ensure that everyone involved with the licensing process has an equal chance of participating as valued members of a diverse population, including people with protected characteristics. Progress includes:

- The Board's Statement of Licensing Policy sets out information on measures which Licence holders may use to promote the five licensing objectives. All applicants for premises licences are requested to submit information along with their application which demonstrates how licence holders intend to promote the licensing objectives in relation to their licensed premises. This expectation is formalised in the Board's current Statement of Licensing Policy.
- All applicants for new licences are required to include a Disabled Access and Facilities Statement with their application. These Statements may be inspected by the public and are designed to inform them as to what access and facilities licensed premises offer to disabled people.

- The Board actively supports the work of the Licensing Forum by consulting regularly with the Forum. The Depute Clerk to the Licensing Board attends meetings of the Forum as required.
- To ensure an understanding and experience of protected characteristics, Board Members will consider attendance at appropriate events. Members of the Board have previously attended events organised by local health professionals and by Police Scotland. The current Board membership was elected in 2022 and has not yet had the opportunities previously available to Board Members, in the aftermath of the coronavirus pandemic.
- Reviews of the Board's liquor and gambling licensing policies continue to involve extended consultations, which include seeking views of groups representative of people with protected characteristics, as further detailed at Paragraphs 4.2.3 and 4.2.6 above.
- In relation to the reviews of the Statement of Principles under the Gambling Act 2005 which were previously undertaken in 2018 and 2021, the Board sought information to update its local profile. This profile sets out information on: areas with a concentration of households with dependant children; locations of schools; and locations of premises used by vulnerable adults (such as those with learning disabilities, mental health problems or addictions). The current profile also contains information on centres for youth activities, including LGBT+ activities. The information within this profile is designed to assist the gambling industry and members of the public who may wish to raise concerns about licensing applications for gambling premises. Any concerns raised on an application would be considered at a hearing before the Licensing Board.
- The Board's Statement of Licensing Policy for liquor licensing and Statement of Principles for gambling, application forms and information on licensing are all published on the Renfrewshire Council website which meets accessibility standards.
- The language line telephone system and Contact Scotland BSL online interpreter service are accessible on demand and available to the Licensing section at the Council's Customer Service Centre.
- This document and other policies of the Board are available in alternative formats on request.

9. DECISIONS OF THE LICENSING BOARD

- 9.1 The Board requires to make decisions in relation to licence applications and reviews before it in accordance with the statutory grounds set out in the Licensing (Scotland) Act 2005. The grounds of refusal and review do not include any reference to equality issues.

- 9.2 However, where nuisance or anti-social behaviour is caused by misuse of alcohol, then the sale/supply of alcohol could be a relevant factor in that misuse. The Board, when provided with appropriate information about the misuse, may consider using its powers appropriately in the circumstances to ensure that negative impact is removed with appropriate actions and decisions. In hearings before the Board since its last progress report on mainstreaming equality and meeting the equality outcomes, the Board has had regard to negative impacts of alcohol misuse including allegedly harmful behaviour towards people with particular protected characteristics, such as age. The Board has received applications, objections and reviews from diverse groups, including Police Scotland and local residents.
- 9.3 The Board has also, in relation to applications considered by them, examined carefully the terms of the children and young persons' access sought in the application. This has resulted in the extent of the children's and young persons' access being restricted in some cases. The Board has also, in relation to applications before it, attached conditions in relation to home deliveries requiring age verification checks and that alcohol is not left unattended, in accordance with the Board's Statement. These restrictions and conditions were agreed by the Board to protect children and young people from harm. Equally, the Board has restricted the hours applicable to a number of external drinking areas, having regard to the potential impact on neighbouring residents.

10. GATHERING EQUALITY INFORMATION AND EVIDENCE

- 10.1 The Licensing Section within Renfrewshire Council, which provides administrative support to the Board, is committed to continuous improvement which ensures excellent service delivery and customer care to a diverse population and people with protected characteristics. As the Board's administration is carried out by Renfrewshire Council staff the Board has access to equality evidence and information being gathered by the Council to support the impact assessment process, plan, design and delivery of services.
- 10.2 Application processes have integrated equality monitoring surveys.
- 10.3 The Board benefits from wider consultation carried out by Renfrewshire Council, which has gathered its own monitoring data to understand better who our citizens are and how their needs can best be met. The Council engages with representative and individual equality groups to ascertain what activities need to take place and how success may be measured.

11. RENFREWSHIRE LICENSING BOARD'S EQUALITY OUTCOMES 2021-2025: PROGRESS

- 11.1 In line with the statutory equality duties Renfrewshire Licensing Board as a public authority is required to publish a set of evidence based equality outcomes every four years. The Board last published equality outcomes in

2021, for the period 2021 to 2025. The Board also requires to publish a report on the progress it has made to achieve its equality outcomes every two years.

11.2 In 2021, Renfrewshire Licensing Board developed three equality outcomes, as listed below:

- i) Service users across the equality groups are positive and engaged with the Licensing services;
- ii) The licensing process is accessible for all people with protected characteristics;
- iii) The Board works with partners to improve access to licensed premises by people with protected characteristics.

11.3 The information in this section is structured in line with the Board's three equality outcomes as agreed in 2021 and details progress against the actions identified to achieve these outcomes.

11.3.1 Equality Outcome 1: Service users across the equality groups are positive and engaged with the Licensing services

Success Measures:

This outcome had been adopted in the Board's first set of equality outcomes, developed for the period 2013-2017. As the initial level of responses from new licence holders to equality monitoring questionnaires was low, the outcome was retained for the period 2017-2021, during which an improvement in responses was noted, as set out in the report published for the period from 2017-2019.

The onset of the coronavirus pandemic in early 2020 and subsequent periods of lockdown impacted adversely on the progress previously made in relation to the collection of this information. Officers have recently refreshed the equality monitoring process and have as a result received some responses from licence applicants covering the period since April 2021. A summary of these responses is attached at Annexe 1 to this report. The Board will continue to collect this information for the Board in the period to April 2025. It is anticipated that this will enable a representative sample of responses to be reported to the Board at that time.

The Board required, in 2021, to undertake its gambling policy statement review and is currently carrying out the latest review of its Statement of Licensing Policy in relation to alcohol licensing. The Board continues to consult widely in relation to these reviews and, in addition to consulting all premises licence holders and various other consultees with an interest in these licensing systems, the Board has included in its full consultations a number of individuals and groups representative of people with protected characteristics, in order to identify any adverse equality impacts. Further

information in relation to these consultations is set out at Paragraphs 4.2.3 and 4.2.6 above.

As set out at Paragraph 8.1 above, the Board agreed in its Statement of Gambling Principles for the period 2022 to 2025 to update its profile in relation to locations of schools and of various facilities to support people with protected characteristics and other relevant information to assist the Board and the public with regard to the exercise of the Board's gambling functions.

Disability Access Facilities Statements (DAFSs) for a number of (liquor) licensed premises are published on the licensing web pages, allowing members of the public to obtain information from the Board in relation to licensed premises as to the access to and facilities in licensed premises for disabled people. While not all DAFSs provided to the Board to date have been published online at this time following upon the coronavirus pandemic, further information in this regard will be published in the period to April 2025.

11.3.2 Equality Outcome 2: The licensing process is accessible for all people with protected characteristics

Success Measures:

This equality outcome was introduced by the Board in April 2021. At that time, emergency coronavirus legislation was in place (and had been in use for several months) which, for the first time, allowed hearings before the Licensing Board to take place by virtual means. The Board continued, from that date, to engage with relevant stakeholders, including the licensed trade, solicitors and other members of the public, such as objectors, to ensure that proceedings before the Board were able to be conducted in a fair and inclusive way to meet the needs of all parties.

While the emergency legislation allowed meetings to take place either in-person or remotely, all meetings of the Board until early 2023 (with the exception of the joint meeting of the Board and Licensing Forum in late 2022) took place by entirely remote means.

The emergency legislation was replaced on 1st October 2022 by the Coronavirus (Recovery and Reform) (Scotland) Act 2022. This new legislation requires parties intending to participate in business before the Board to be consulted as to their preferred format for any meeting/ hearing. In anticipation of the new legislation coming into force, the Board agreed a procedure in September 2022 to allow decisions on these matters to be made in consultation with the Convener of the Board. This allows parties to raise any issues they may have, for example in relation to disability or age, regarding the format of a meeting/ hearing prior to a decision on these matters being made. The Board has already required to take views in this regard into account when deciding the format of proceedings.

The Board's officers, where hearings are to take place using remote facilities, have offered all parties intending to participate an opportunity of a test meeting to ensure that they are able to connect and take part without issues.

In addition to the introduction of online Licensing Board meetings, the Board and its officers have also, in the period from April 2021, made increasing use of online meetings and facilities. The mandatory training of Board Members, following the election of the new Licensing Board in 2022, was delivered using a combination of videoconferencing facilities and an online examination platform. The Board's officers worked closely with the training provider and relevant Council Services to ensure that the training of Board Members could be delivered in an efficient and inclusive manner suitable to their needs, within the relevant statutory timescale, to allow Board Members to participate in meetings of the Board.

11.3.3 Equality Outcome 3: The Board works with partners to improve access to licensed premises by people with protected characteristics

Success Measures:

The Board's Licensing Standards Officers previously visited licensed premises routinely. While, since the coronavirus pandemic, visits are no longer arranged on a rolling basis, these officers continue, when visiting licensed premises, to give consideration to whether licensed premises are accessible to those who may have disabilities or other access needs.

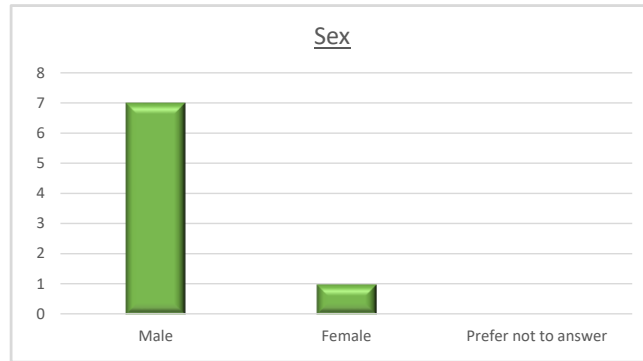
These officers have in previous years worked with Police Scotland to promote public safety messages with a view to improving the safety of all people within Renfrewshire, but particularly people with protected characteristics who may be potentially vulnerable travelling home from licensed premises. The opportunities for joint working with partner agencies ceased during the pandemic and have not yet recovered. However, meetings of the Pubwatch group have recommenced and have been attended by Licensing Standards Officers. The Board's legal officers attend regular meetings of the SOLAR Licensing Group, comprising local government licensing solicitors from across Scotland, which can include presentations by third party invitees on an ad hoc basis which can be relevant to equality issues.

The Board will explore available opportunities to work with partners to improve access to licensed premises by people with protected characteristics between the publication of this report and April 2025.

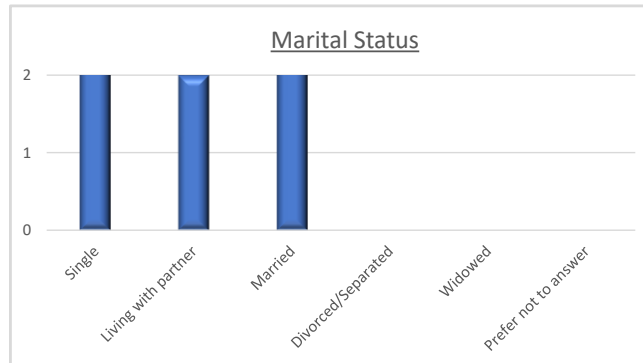
ANNEXE 1

Renfrewshire Licensing Board Equality Monitoring- Summary of Responses

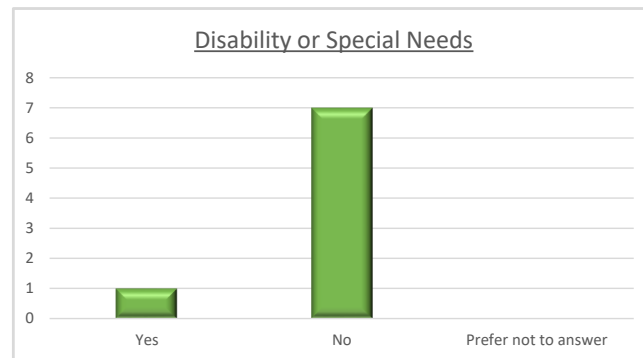
SEX	Total
Male	7
Female	1
Prefer not to answer	0



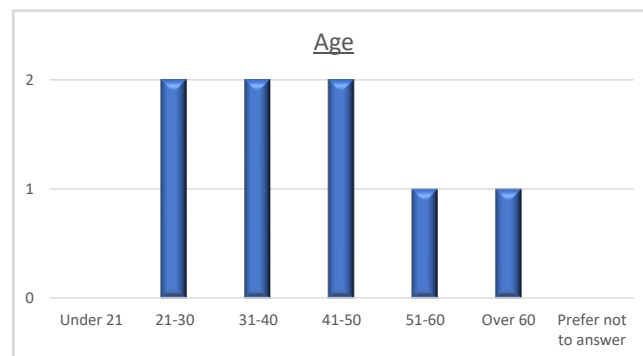
MARRIAGE/CIVIL PARTNERSHIP	Total
Single	3
Living with partner	2
Married	3
Divorced/Separated	0
Widowed	0
Prefer not to answer	0



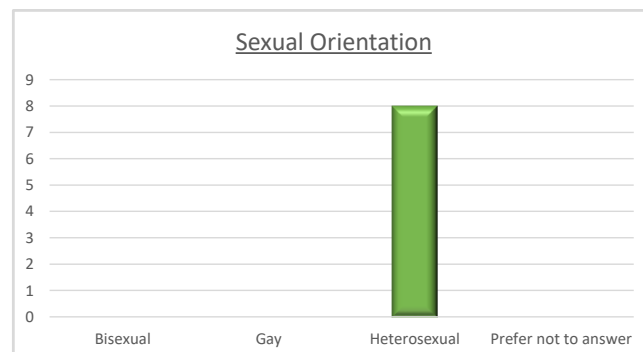
DISABILITY OF SPECIAL NEEDS	Total
Yes	1
No	7
Prefer not to answer	0



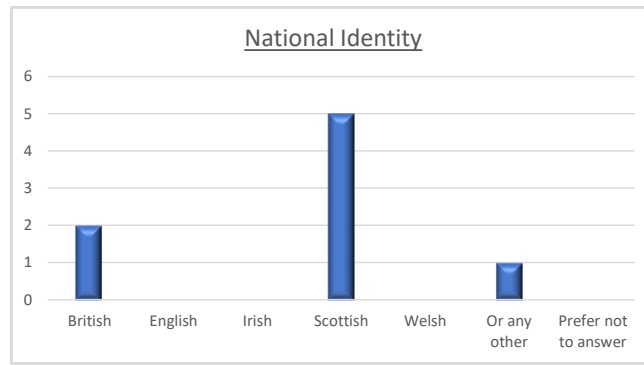
AGE	Total
Under 21	0
21-30	2
31-40	2
41-50	2
51-60	1
Over 60	1
Prefer not to answer	0



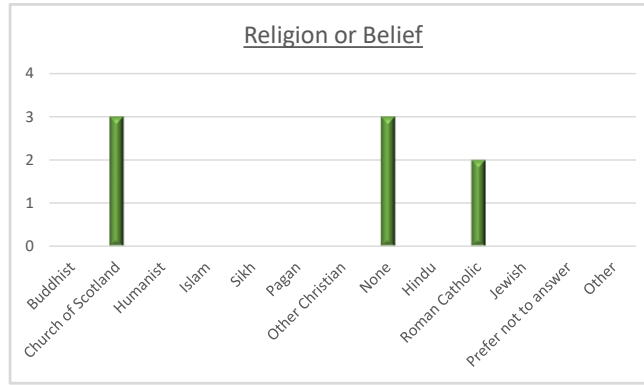
SEXUAL ORIENTATION	Total
Bisexual	0
Gay	0
Heterosexual	8
Prefer not to answer	0



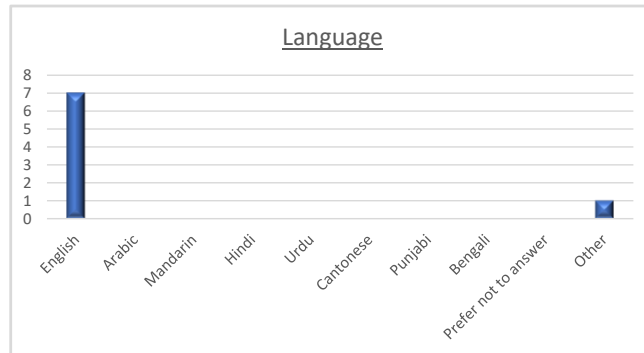
NATIONAL IDENTITY	Total
British	2
English	0
Irish	0
Scottish	5
Welsh	0
Or any other	1
Prefer not to answer	0



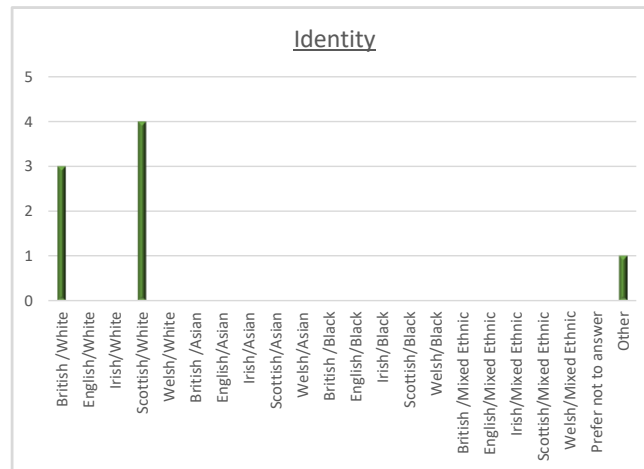
RELIGION OR BELIEF	Total
Buddhist	0
Church of Scotland	3
Humanist	0
Islam	0
Sikh	0
Pagan	0
Other Christian	0
None	3
Hindu	0
Roman Catholic	2
Jewish	0
Prefer not to answer	0
Other	0



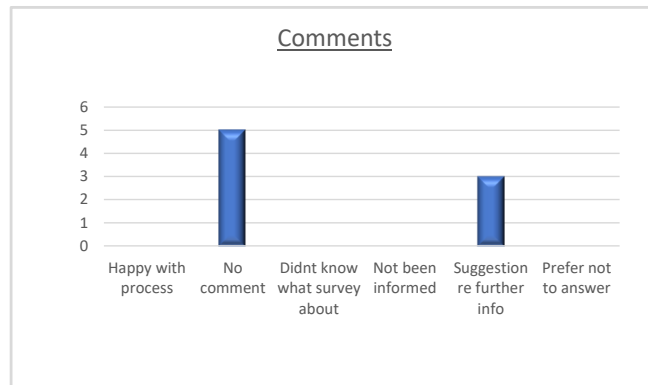
PRIMARY OR MAIN LANGUAGE	Total
English	7
Arabic	0
Mandarin	0
Hindi	0
Urdu	0
Cantonese	0
Punjabi	0
Bengali	0
Prefer not to answer	0
Other	1



GROUPS IDENTIFY WITH	Total
British /White	3
English/White	0
Irish/White	0
Scottish/White	4
Welsh/White	0
British /Asian	0
English/Asian	0
Irish/Asian	0
Scottish/Asian	0
Welsh/Asian	0
British /Black	0
English/Black	0
Irish/Black	0
Scottish/Black	0
Welsh/Black	0
British /Mixed Ethnic	0
English/Mixed Ethnic	0
Irish/Mixed Ethnic	0
Scottish/Mixed Ethnic	0
Welsh/Mixed Ethnic	0
Prefer not to answer	0
Other	1



COMMENTS	Total
Happy with process	0
No comment	5
Didn't know what survey about	0
Not been informed	0
Suggestion re further info	3
Prefer not to answer	0



Comments

Online portal to apply, follow the progress, download licences and message service directly
 Faster as other council processed co-workers quicker
 Online option to complete form

