



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Animal Welfare Policy
2. Summary of aims and objectives of the policy/funding activity/event	Introduction of an animal welfare policy for the handling of applications, renewals and existing animal licenses for the welfare of animals.
3. Who is affected by the policy/funding activity/event?	Animal licence applicants, users of licensed facilities and members of public (members of public for the purposes of animals escapes etc)
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	Asking Environment Overview and Scrutiny Committee to approve the draft policy and a 4 week consultation starting on 23 October 2023, at which time we can then review feedback/this initial assessment.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The policy can be reviewed in light of any operational issues found and will be reviewed if there are any guidance or legislative change. This policy will be reviewed every 5 years.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i>
Age	No impact	Age asked for on the application form. Inspections are undertaken.	The policy sets out the application process, age is not the sole determining factor but extent of knowledge of subject matter and experience. It also seeks to protect service users and the public
Disability	Positive	No disability specific questions on the application. Inspections are undertaken	The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis. The inspection process can also advise applicants to ensure those with a disability are able to access/use the licensed facility.
Gender Reassignment	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis.



Marriage and Civil Partnership	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis.
Pregnancy and Maternity	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis.
Race	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis.
Religion or Belief	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis.
Sex	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis.
Sexual Orientation	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual protected characteristic has been put place to ensure standards are met and licences are issued on an equitable basis.



Other Factors requiring consideration			
Socio-Economic Impacts	No impact	Inspections are undertaken	This policy has general protection levels and terms of operating. The policy, whilst not being determined by individual socio-economic status has been put place to ensure standards are met and licences are issued on an equitable basis.
Carers (those who provide unpaid care to a family member, friend or partner)	No impact	Inspections are undertaken.	The policy, whilst not being determined by individual characteristic has been put in to place to ensure standards are met and licences are issued on an equitable basis. The inspection process can also advise applicants to assist those with a caring responsibilities if specific issues are evident/asked.

Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.		
Group/Organisation	Date	Response
Licence Holders	23 10 2023	
Police, Fire & Rescue & other partner agencies	23 10 2023	
Public	23 10 2023	
Stamford & Bourne Town Council	23 10 2023	

Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.				
Negative Impact	Action	Timeline	Outcome	Status

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.	
Question	Explanation / justification



Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed		
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

Did you consult with an Equality Ally prior to carrying out this assessment? Yes

Sign off

Name and job title of person completing this EIA	Heather Green Licensing Team Leader
Officer Responsible for implementing the policy/function etc	Heather Green
Date Completed	08/09/2023
Line Manager	Ayeisha Kirkham
Date Agreed <i>(by line manager)</i>	11 09 2023
Date of Review <i>(if required)</i>	10 01 2024

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.