

Change Equality Impact Assessments (EqIAs)

1. Proposal details	
Name of the policy/project/process being assessed (subsequently referred to as project)	Pavement Licences
Purpose of project	<p>This EqIA relates to the Authority’s approach to pavement licences for premises such as cafés, pubs and restaurants (referred to below as “cafés” for brevity).</p> <p>Following the passing of the Business and Planning Act 2020, a new procedure came into effect at national level for pavement licences for cafés. This sought to support the hospitality sector in its recovery from the effects of the Covid-19 pandemic.</p> <p>Local authorities are able to apply conditions to pavement licences. These can include both standard conditions selected from a national list, and local conditions. To date the Authority has applied a list of conditions which seek to support the hospitality sector in recovering from the effects of the Covid-19 pandemic, while reflecting considerations of local amenity and accessibility.</p> <p>The Government recently announced that this initiative would be extended by a year, to 30 September 2024.</p> <p>As such, an officer delegated decision by the Director of Regeneration and Economic Development is to be sought to continue to apply the standard and local licence conditions and to determine the licence fee for the period up to 30 September 2024.</p>
Who is the project intended to benefit?	Local businesses in the hospitality sector, such as cafés, and their customers
What outcomes should be achieved?	Local businesses benefitting from being able to place furniture and seating on the highway, subject

	to conditions set by the Authority as part of a pavement licence	
Version of EqIA	1.0	
Date this version created	21/09/2023	
Confidential	no	
Directorate	Regeneration and Economic Development	
Service	Regeneration and Transport	
	Name	Service or organisation
Principal author	John Cram	Highways and Transportation
Additional authors	Robbie Redpath	Capita

2. Groups Impacted		
Does the project impact upon?		If yes, what is the estimated number impacted? And the Level of impact this will have on the group (high, medium, low)
Service Users	no	
Carers or Family of Service Users	no	
Residents	yes	Residents may have the opportunity to use additional seating provided by local cafés which successfully apply for a pavement licence (low impact). The number impacted is dependent on the number of local businesses which apply for a pavement licence.
Visitors	yes	Visitors may have the opportunity to use additional seating provided by local cafés which successfully apply for a pavement licence (low impact). The number impacted is dependent on the number of local businesses which apply for a pavement licence.
Staff	no	
Partner Organisations	no	

3. Evidence Gathering and Engagement		
	Internal evidence	External Evidence
What evidence has been used for this assessment?	Feedback received from businesses and other stakeholders since the	Relevant Government guidance , legislation and regulations

	introduction of the initiative in 2020	
Have you carried out any engagement in relation to this proposal?	no	
If yes of what kind and with whom? If no, why not?	[Note: A seven-day consultation period applies to individual applications for pavement licences.]	
Is there any information you don't have?	no	
If yes, why is this information not available?		

4. Impact on Different Characteristics			
Legally Protected Characteristics	Potential Positive Impact Identified	Potential Negative Impact Identified	Description of the potential impact/s and evidence used
Age	no	yes	<u>Potential negative impact ref.1 (Age)</u> Enabling cafés to place furniture and seating on the footway has potential to have a negative impact on accessibility for people whose mobility is affected by age.
Disability	no	yes	<u>Potential negative impact ref.2 (Disability)</u> Enabling cafés to place furniture and seating on the footway has potential to have a negative impact on accessibility for people whose mobility is affected by a disability. <u>Potential negative impact ref.3 (Disability)</u> There is a potential negative impact for people who, because of a disability, are unable to read or understand information provided on the scheme and how to apply.
Gender reassignment	no	no	

Marriage & civil partnership	no	no	
Pregnancy & Maternity	no	no	
Race	no	yes	<u>Potential negative impact ref.4 (Race)</u> There is a potential negative impact associated with this protected characteristic for people who may be unable to read or understand information provided on the scheme and how to apply, as published in paper or electronic form.
Religion or belief	no	no	
Sex	no	no	
Sexual Orientation	no	no	
Intersectionality	no	no	
Non-legally protected characteristic			
Carers	no	no	

5. Achievement of the Authority's public sector equality duty		
Will the proposal contribute to any of the following?		If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	no	
Advance equality of opportunity between people who share a protected characteristic and those who do not	yes	Having a procedure to whereby applications for pavement licences can be considered and if appropriate granted, subject to suitable conditions, will advance equality of opportunity, as the addition of outdoor seating at participating cafés (in addition to any existing indoor seating) increases their accessibility and gives people an equal opportunity to use such premises safely and in comfort.
Foster good relations between people who share	no	

a protected characteristic and those who do not		
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6. Negative Impacts		
Potential negative impact	Can it be reduced or removed?	If yes how? If no, why not and what alternative options were considered and not pursued?
<u>Potential negative impact ref.1 (Age)</u> Enabling cafés to place furniture and seating on the footway has potential to have a negative impact on accessibility for people whose mobility is affected by age.	yes- reduced	This can be reduced by including a requirement in the licence conditions to maintain sufficient footway width to ensure safe passage for pedestrians.
<u>Potential negative impact ref.2 (Disability)</u> Enabling cafés to place furniture and seating on the footway has potential to have a negative impact on accessibility for people whose mobility is affected by a disability.	yes- reduced	This can be reduced by including a requirement in the licence conditions to maintain sufficient footway width to ensure safe passage for pedestrians.
<u>Potential negative impact ref.3 (Disability)</u> There is a potential negative impact for people who, because of a disability, are unable to read or understand information provided on the scheme and how to apply.	yes- reduced	This can be reduced by including the Authority's accessibility statement within the application forms: this provides an email address and telephone number which people can contact to request the information in another language or format.
<u>Potential negative impact ref.4 (Race)</u> There is a potential negative impact associated with this protected characteristic for people who may be unable to read or understand information provided on the scheme and how to apply, as published in paper or electronic form.	yes- reduced	This can be reduced by including the Authority's accessibility statement within the application forms: this provides an email address and telephone number which people can contact to request the information in another language or format.

7. Action Plan

Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them	Responsible Officer Name	Responsible Officer Service Area	Target Completion Date	Action completed
None identified				
Actions already in place to remove or reduce potential negative impacts	Responsible Officer Name	Responsible Officer Service Area	Impact	
Include a requirement in the licence conditions to maintain sufficient footway width to ensure safe passage for pedestrians (potential negative impact refs.1,2)	Robbie Redpath	Capita	reduce	
Include the Authority's accessibility statement within the application forms: this provides an email address and telephone number which people can contact to request the information in another language or format (potential negative impacts refs.3,4)	Robbie Redpath	Capita	reduce	

Actions that will be taken to remove or reduce potential negative impacts	Responsible Officer Name	Responsible Officer Service Area	Impact	Target Completion Date	Action completed
None identified					
Actions that will be taken to make the most of any potential positive impact	Responsible Officer Name	Responsible Officer Service Area		Target Completion Date	Action completed
Not applicable					
Actions that will be taken to monitor the equality impact of this proposal once it is implemented	Responsible Officer Name	Responsible Officer Service Area		Target Completion Date	Action completed
The impact will be monitored on an ongoing basis with reference to factors such as responses to licence consultations, feedback received, and site observations by officers. The main findings will be reported to the relevant Client manager as part of regular meetings.	Robbie Redpath	Capita		30/09/2026	in progress
Date review of EqIA to be completed	Responsible Officer Name	Responsible Officer Service Area			
30/09/2026	John Cram	Highways and Transportation			

8. Outcome of EqIA	
Outcome	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required	Several identified potential impacts are positive.

9. Corporate Equality Group Member approval	
Do you agree or disagree with this assessment?	Agree
If disagree, please explain why?	
Name of Corporate Equality Group Member	David Cunningham
Date	26/09/2023

10. Director approval	
Do you agree or disagree with this assessment?	Agree
If disagree, please explain why?	
Name of Director	John Sparkes
Date	29/09/2023

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Please return the document to the Author and Corporate Equality Group Member.