

ABERDEENSHIRE LICENSING BOARDS

GENDER EQUALITY SCHEME 2007 – 2010 – ACTION PLAN

Objectives	What the Boards will do	When the Boards will do it			Action Achieved
		2007	2008	2009	
GEN1, GEN2, SP1, SP6, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> Review the Scheme 3-yearly 			✓	
GEN1, GEN2, SP1, SP6, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> Review the Scheme annually and report to the Boards' Members 	✓	✓	✓	Scheme approved and published in 2007, 2008 review underway
GEN1, GEN2, SP3, SP5, SP6, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> Consider the implementation of a voluntary monitoring scheme covering applicants for licences 	✓			Work on this has been delayed due to staff shortages and the fact that the licensing legislation moved to transition to new legislation on 1st February 2008. Gender issues have been built into the risk assessment applicants are being asked to complete as part of their premises licence applications under the new Act. Monitoring of that will be taken into account as part of processing these applications.

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		2007	2008	2009	
GEN1, GEN2, SP3, SP5, SP6, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> Consider extending this monitoring to complaints processed by the Boards 		✓		These will be considered as part of the changes to procedures in dealing with complaints under the new licensing legislation
GEN1, GEN2, SP1, SP3, SP5, SP6, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> Consider conducting an audit of all existing Boards' policies to ensure that the Council will fulfil its gender equality obligations in terms of the Council's and the Boards' Schemes. 	✓			This has begun. A list has been compiled of Boards' policies. These policies are being reviewed in light of the new licensing legislation.
GEN1, GEN2, SP7, OBJ3, OBJ5	<ul style="list-style-type: none"> Produce an information leaflet for licence holders on promoting gender equality within their licensed premises. Encourage licence holders to take a proactive approach in this regard 	✓	✓		Due to staff shortages, it has not been possible to begin work on this information leaflet as yet.

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		2007	2008	2009	
GEN1, GEN2, SP1, SP3, SP4, SP5, SP6, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> Require all reports presented to the Boards proposing policies that have any significant relevance to gender equality to include details of: <p>Any assessment of the impact of the proposed policy on gender equality;</p> <p>Any consultation carried out in conjunction with that assessment;</p> <p>Any action, including monitoring where appropriate, proposed in consequence of that assessment and consultation.</p> 	✓	✓	✓	<p>This is ongoing, as required.</p> <p>Consultation has been carried out extensively on the Board's policy statement in terms of the Licensing (Scotland) Act 2005. This included consultation with members of the public, equality groups and the Council's equalities officer. No comments were made in respect of gender equality. Appendix 6 to the Policy Statement includes equalities legislation in its links with other regulatory regimes. The Policy Statement is also due to be reviewed in June 2008 and will include a review of equalities legislation.</p>

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GEN1, SP3, SP4, SP5, SP6, OBJ1, OBJ3, OBJ5	<ul style="list-style-type: none"> Initiate discussions with the Equalities Officer to determine an appropriate means of consulting on policies potentially impacting on gender equality either through the existing mechanisms for consultations, or otherwise. 	✓	✓	✓	Talks are ongoing with Aberdeenshire Council to link consultation exercises for the Board into consultation exercises for the Council and other public bodies to avoid “consultation fatigue” with equality groups.
GEN1, GEN2, SP1, SP5, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> The effects of policies will be subject to regular scrutiny as part of the annual review process. This issue will also be explored in discussions with the Equalities Officer. 	✓	✓	✓	This will form part of the review of the Scheme 2008
GEN2, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> As part of the annual review process consider whether further publicity, including publicity in relation to the Scheme itself, is required 	✓	✓	✓	This will form part of the review of the Scheme 2008

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GEN2, SP4, SP7, OBJ1, OBJ2, OBJ5	<ul style="list-style-type: none"> The Scheme will be published and circulated to all members and officers of the Boards. Copies will be available on the Council's website and at licensing offices. 	✓			The Scheme was published on the Council's website and e-mailed to all staff employed within licensing and to all Council and Board Members, and the Equalities Officers after being approved. Paper copies are available to members of the public on request at licensing offices
GEN2, SP7, OBJ1, OBJ5	<ul style="list-style-type: none"> Translations and alternative arrangements will be made available by arrangement when required, in accordance with the standards adopted by Aberdeenshire Council. 	✓	✓	✓	Ongoing. No requests for alternative formats have been made to date

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GEN1, GEN2, SP7, OBJ1, OBJ2, OBJ5	<ul style="list-style-type: none"> Equalities awareness will continue to be included in the induction training for members of the Board appointed in May 2007 	✓			<p>Equalities training was included in the induction training for all new councillors following the election in May 2007. Board Members received further outline training on equalities at initial training in early June 2007. Aberdeenshire Council is delivering equalities training to Councillors on Council on XXX</p>
GEN1, GEN2, SP7, OBJ1, OBJ4, OBJ5	<ul style="list-style-type: none"> Equalities awareness will be included in the training given to Licensing Board staff 	✓			<p>In terms of Aberdeenshire Council's Gender Equality Scheme, which covers licensing staff, Boards being administered by Council staff, all new staff receive equalities training as part of induction. This is to be cascaded to all staff via team briefings. Additional training is to be identified via EDRS schemes.</p>