

Aberdeenshire Licensing Boards

Race Relations Act 1976

Race Relations (Amendment) Act 2000

Race Equality Scheme and Action Plan

Replacement Draft May 2007

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LIST OF CONSULTEES

1. All members of the Aberdeenshire North, Central and South Divisional Licensing Boards;
2. All elected members of Aberdeenshire Council
3. All statutory consultees
4. The Aberdeenshire, Banffshire and Kincardineshire Licensed Trade Association
5. All local pubwatch organisations
6. Aberdeenshire Community Safety Executive
7. Aberdeenshire Access to Aberdeenshire Group
8. Grampian Racist Incidents Partnership
9. Grampian Race Equality Council
10. Aberdeenshire Alcohol and Drug Action Team
11. All members of the North, Central and South Licensing Forums
12. All licensing staff
13. The general public

Because the Scheme will be monitored on an ongoing basis there will be adequate opportunity to comment further as the Action Plan is implemented

Your Views on the Scheme

The Race Equality Scheme is an evolving Plan. Your views are important to us and will help to shape the Plan.

Every effort will be made to encourage and support persons from other ethnic groups and those organisations which provides services to them to give their views.

Dealing with the Public

Aberdeenshire North, Central and South Divisional Licensing Boards will ensure that they are in a position to deliver what they promise in terms of this Race Equality Scheme.

If you wish to submit comments in relation to this document at any time, please address them to –

**The Depute Clerk
Aberdeenshire Council
St. Leonards
Sandyhill Road
Banff
AB45 1BH**

Aberdeenshire Licensing Boards

Race Relations Act 1976

Race Relations (Amendment) Act 2000

1. Introduction

- 1.1. The North, Central and South Aberdeenshire Divisional Licensing Boards (the Boards) are the Licensing Boards constituted for the local government area of Aberdeenshire in terms of the Licensing (Scotland) Act 1976 and the Licensing (Scotland) Act 2005. The Boards are entrusted with the administration of liquor licensing and with certain other statutory duties.
- 1.2. In terms of the legislation, the North Board comprises 10 members of Aberdeenshire Council (the Council), the Central Board comprises 8 members and South Board comprises 6 members, all elected at the first Council Meeting after each ordinary Council election. A licensing board must consist of not less than 5 members. Board meetings are held in public but a Board can discuss issues in private. All decisions take by the Boards must be made in public.
- 1.3. All revenue received by the Boards from licence application fees must be transferred to the Council. The Council is charged with the responsibility for providing accommodation for the meetings of the Boards and all necessary expenses in respect of the proceedings of the Boards. All staff carrying out the Boards' responsibilities are appointed and employed by the Council.
- 1.4. The close connections between the Boards and the Council ensure that the Boards are aware of the major initiatives being undertaken by the Council with regard to the mainstreaming of equalities issues. It affords the Boards the opportunity to benefit directly from the actions already proposed by the Council Services and, in particular, the Chief Executive's service, to ensure that they fulfil the race equality obligations. This is reflected in the Race Equality Scheme set out on the following pages.
- 1.5. This Scheme will endure until November 2011. During this period, the Licensing (Scotland) Act 2005 and the Gambling Act 2005 will replace the existing legislation. Appropriate revisals will be made to this Scheme as those pieces of legislation are implemented within Aberdeenshire.

2. Race Equality

- 2.1. The Race Relations (Amendment) Act 2000 came into force on 2nd April 2001. It amended the Race Relations Act 1976 and introduced new duties for public authorities, including Aberdeenshire Licensing Boards.

- 2.2. The Act now makes it the **general duty** of the Boards, in carrying out their functions, to have due regard to the need to eliminate unlawful race discrimination and to promote equal opportunities and good race relations between people from different racial groups.
- 2.3. Unlawful discrimination can be either direct or indirect.

Direct racial discrimination means treating a person less favourably than another on racial grounds.

Indirect racial discrimination means that a requirement or condition which is applied to everyone:

- Can only be met by a considerably smaller proportion of people from a particular racial group;
- Is to their detriment; and
- Cannot be justified on non-racial grounds.

Racial grounds are on grounds of colour, race, and nationality or ethnic or national origins.

Institutional Racism is the "collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour, which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people."

The Boards are opposed to racism. The Boards are committed to taking all steps within their power to eliminate discrimination and racist incidents and to promote equal opportunities and good relationships amongst all communities.

The Boards pledge to achieve this by the adoption of aims and good working practices which reflect recognition of their responsibilities as a partner in multi-agency work practices, with regard to their legislative duties, as public service providers and as an influence on public opinion and attitudes.

- 2.4. In relation to, and for the better performance of the general duty, the Boards have a specific duty to produce, and review a Race Equality Scheme.

3. The Race Equality Scheme

- 3.1. The Race Equality Scheme (the Scheme) is the Boards' plan stating how they intend to meet the general duty.

- 3.2. In the Scheme, the Boards are required to identify those of their functions and policies, or proposed policies, which they consider relevant to issues of race equality. The Boards have specific duties under the legislation to ensure that the Scheme includes;-

- 3.2.1. Production of a Race Equality Scheme for 2008 – 2011; , initially from November 2002 - November 2005, although the Boards published their first Scheme and Action Plan in 2003.

The Board published a Race Equality Scheme and Action plan in 2003. These proved to be unworkable and were not been kept up to date. This draft Scheme and Action Plan are intended as a replacement, as part of an ongoing review of equality Schemes;

- 3.2.2. To report annually on the Scheme and to review the Scheme every 3 years;
 - 3.2.3. To gather information on how their work affects persons from different ethnic backgrounds;
 - 3.2.4. To consult employees, service users, and other stakeholders;
 - 3.2.5. To assess the different impact of their policies and practices on persons from different ethnic backgrounds and use the information to inform their work;
 - 3.2.6. To identify and set race equality objectives; and
 - 3.2.7. To plan and take action to achieve race equality objectives.
- 3.3. This Scheme will run from November 2008 until November 2011. Although a review of the Scheme is required every 3 years, as a matter of practice, the Boards will continually monitor the implementation of the Scheme.
- 3.4. Although the Boards have a separate legal status from the Council, they are resourced entirely by the Council and the statements at paragraph 3.2 above will be complied with largely by the Council, as a whole, with reference to its equalities scheme.

4. The Area of Aberdeenshire.

- 4.1. An overview of Aberdeenshire and the Equalities groups within Aberdeenshire is attached as Appendix 1 to this Scheme.

5. Monitoring of Applications for Licences

- 5.1. The assistance of the Council's Equalities Officer will be sought in relation to the implementation of a monitoring scheme and also in relation to the monitoring of data ingathered. Data will be collected by reference to age, disability, ethnicity and gender. Consideration will be given to extending this monitoring to complaints processed by the Boards.

6. Action Plan and Implementation

- 6.1. The measures proposed by the Boards for meeting the general duty to promote race equality in a large part will be carried out as part of the Council's corporate measures in this regard. The Action Plan in the Council's Race Equality Scheme, where appropriate, will be reflected in the Boards' proposed measures.

- 6.2. There are some specific actions, as detailed in the Race Equality Action Plan (the Boards' Action Plan) which is attached as Appendix 2, which the Boards will seek to implement in order to promote race equality.
- 6.3. The Boards will, within 3 years of the publication of this Scheme, take the steps which it has set out in the Board's Action Plan, unless, in all the circumstances, it would be unreasonable or impracticable to do so. In that event, the Boards will consider other and alternative measures if appropriate.

7. The Boards' Functions

7.1. The Boards' functions derive mainly from statute and are detailed below in statutory and non-statutory categories. This list is not exhaustive, but does identify the key areas in which the Boards are likely to operate. The Boards have considered which of their functions and policies are relevant to the general duty and their relative significance in this context. In doing so, they have taken advice from the Council's Equalities Officer. The Boards have determined that all the listed functions should be regarded as having a high relevance in relation to the general duty. In light of this determination, the Boards have decided that their policies, including proposed policies, should have equivalent status.

7.2. Statutory Functions

The Boards accept and process, to grant, renew or refuse, all applications for:-

- 7.2.1. Liquor licences in terms of the Licensing (Scotland) Act 1976, as amended;
- 7.2.2. Liquor Licences in terms of the Licensing (Scotland) Act 2005;
- 7.2.3. Gaming Licences in terms of the Gambling Act 2005;
- 7.2.4. Permits for the Provision of Amusements with Prizes in terms of the Gambling Act 2005;
- 7.2.5. Lotteries Registrations in terms of the Gambling Act 2005;
- 7.2.6. The Boards consider complaints in respect of licences and some permits granted and the holders of these, and, where necessary, hold hearings with a view to resolving such complaints, either by way of suspension or revocation of a licence, or a less radical remedy.

The Boards are bound by the terms of the Licensing (Scotland) Act 1976, the Licensing (Scotland) Act 2005 and the Gambling Act 2005/ The Boards have ensured, and will continue to ensure, that the statutory duty to consider all individual applications on their merits will not be by reference to the ethnic origin of the applicant.

7.3. Non-statutory Functions

7.3.1. The Boards formulate, consult on and adopt policies in relation to the exercise of their licensing function.

7.3.2. The Boards make a number of decisions in terms of liquor licensing affecting the day-to-day management, or hours of operation of premises licensed for the sale of alcohol.

8. Consultation and Impact Assessment

8.1. The Boards consulted on this draft Scheme and Action Plan, and, at the same time, carried out a survey of their stakeholders to establish their views on whether they were aware of any direct discrimination, indirect discrimination, victimisation or harassment for any persons of other ethnic backgrounds in the following areas of the Boards' functions:-

8.1.1. Appointment of Board Members/Office Bearers and Officials;

8.1.2. Application processing

8.1.3. Objections/complaints;

8.1.4. Board's procedures;

8.1.5. Taking and implementing decisions;

8.1.6. Enforcement; and

8.1.7. Formulating and applying policies.

8.2. The Boards also asked stakeholders for suggestions as to how the Boards can prevent discrimination, victimisation, and harassment from occurring and how the Boards could promote race equality.

8.3. The Board issued XX questionnaires, a press release and the questionnaires were also made available electronically on the Council's website. XX responses were received.

8.4. A copy of the questionnaire issued, and an analysis of responses received will be attached as Appendix 3 to this Scheme. The responses received will also inform the finalised Action Plan.

The Boards' Race Equality Objectives

The Boards are committed to the following equality objectives, that have been identified following the analysis of the questionnaire issued:-

To be inserted following analysis of the questionnaire

8.5. This draft Scheme and the questionnaire were sent out to consultation on 6th June 2008. Both the Scheme and the questionnaire were published on the Council's website and copies sent to the Boards' main stakeholders. Consultation ended on Friday 29th August 2008.

The finalised Scheme and Action Plan were approved by the Boards on:

North Board Date

Central Board Date

South Board Date

- 8.6. All comments received were taken into account when finalising the Scheme.
- 8.7. The Boards are required to have and identify arrangements for assessing and consulting on the likely impact of their proposed policies on the promotion of race equality. The Boards recognise that the steps required in respect of each policy will vary depending on the nature of the policy and the surrounding circumstances. From the introduction of this Scheme, all reports presented to the Boards proposing policies that have any significant relevance to race equality will include details of –
- 8.7.1. Any assessment of the impact of the proposed policy on race equality;
- 8.7.2. Any consultation carried out in conjunction with that assessment; and
- 8.7.3. Any action, including monitoring, where appropriate, proposed in consequence of that assessment and consultation.
- 8.8. The Boards will consider these matters in reaching their decision on the proposed policy. In particular, the Boards will have regard to them when reviewing their Statements of Licensing Principles under the Gambling Act 2005 and the Licensing (Scotland) Act 2005.
- 8.9. The Boards are required to have and identify arrangements for monitoring their policies for any adverse impact on race equality. It is proposed that the effects of the policies will be subject to regular scrutiny as part of the annual review process.

9. Gathering and Utilising Information

- 9.1. The gathering of information regarding the Boards' service delivery will be carried out under the Council's data collection arrangements.
- 9.2. The Council continually reviews its equalities monitoring procedures with regard to data collection.
- 9.3. In addition to existing and planned Council procedures for gathering and utilising information, the Boards will consider methods of ingathering feedback on service delivery from licensees and members of the public who become involved in the licensing process. This will inform the Boards regarding future service delivery and will allow it to consider making adjustments to that service delivery, where necessary. The Boards will use the information when they review the Scheme and Action Plan, and in the preparation of any subsequent Race Equality Scheme. Relevant remedial measures will be proposed and implemented and the Action Plan updated accordingly. The Boards have found the use of a questionnaire an extremely useful exercise in formulating other Equality Schemes and also intend to use it as part of the annual review exercise for all Equality Schemes.

10. Publicity

- 10.1. The Boards are required to identify the arrangements they will make to publish the results of any assessments, consultations and monitoring they carry out to establish whether their policies have any impact on race equality.

- 10.2. The development and adoption of policies are subject to the overall direction of the Boards, as is the monitoring of the impact of policies. As part of the annual review process, the Boards will consider whether further publicity (including publicity in relation to the Scheme itself) is required.
- 10.3. The Boards will also identify the arrangements they will make for ensuring public access to information and the services they provide. The Boards are governed by the Licensing (Scotland) Act 1976, the Licensing (Scotland) Act 2005 and the Gambling Act 2005 in respect of access to information concerning applications and licences granted.
- 10.4. The Scheme and the three-yearly report which will be produced after the review in 2011, will be published on the Council's website. It will be circulated to all members and officers of the Boards and to the Consultees listed at the start of the Scheme. Paper copies will also be available, on request, at the licensing offices listed at the end of this Scheme. This will encourage feedback and comment as part of the ongoing review of the Scheme. Translations and alternative formats will be made available by arrangement, on request.

11. Training

- 11.1. The Council will identify arrangements for training staff in relation to their duties to promote race equality and ensure equality of opportunity. The Council is committed to ensuring its staff receive adequate training in these areas.
- 11.2. As indicated in the introduction at paragraph , the Board's staff are employees of the Council and appropriate training will be delivered as part of the Council's Race Equality Scheme. Awareness will be increased with features on equalities issues and changes in legislation, and through articles in appropriate internal publications.
- 11.3. The Boards consider that their own members should receive training in their duties to promote race equality and to ensure equality of opportunity. Equalities awareness will be included in induction training for members of the Board after each Council election, but, as members of the Council, there will also be training through the Council's Race Equality Scheme, which contains a commitment to the training of Chief Officers and elected members.

12. Duration, Review and Annual Report

- 12.1. This Scheme will cover the period from its publication in 2008 until November 2011 and will be subject to a full review at the end of that period.
- 12.2. The Scheme will also be reviewed annually in June of each year and a report will be made available to the Boards. This will allow the Boards to take account of any comments received from individuals or organisations in relation to the Scheme, as well as the Boards' own experience of participation in consultation with such representative bodies as the Boards consider appropriate.

13. Licensing Offices

North Aberdeenshire Divisional Licensing Board

The Depute Clerk	Telephone	01261 813320
Aberdeenshire Council	Fax	01261 815664
St. Leonards	Legal Post	LP6, Banff
Sandyhill Road		
Banff		
AB45 1BH		

Central Aberdeenshire Divisional Licensing Board

The Depute Clerk	Telephone	01467 628205
Aberdeenshire Council	Fax	01467 623329
Gordon House	Legal Post	LP3, Inverurie
Blackhall Road		
Inverurie		
AB51 3WA		

South Aberdeenshire Divisional Licensing Board

The Depute Clerk	Telephone	01569 768255
Aberdeenshire Council	Fax	01569 768259
Viewmount	Legal Post	LP5, Stonehaven
Arduthie Road		
Stonehaven		
AB39 2DQ		

Licensing queries can be e-mailed to-

Licensing@aberdeenshire.gov.uk

Licensing information can be found on the Council's website at –

www.aberdeenshire.gov.uk/licensing

Aberdeenshire

Aberdeenshire is a predominantly rural area in the North East of Scotland. It covers 6,300 sq km, about 8% of Scotland's total land area. The size and dispersed nature of the population make the delivery of some public services challenging and can disadvantage people without easy access to transport like women, children and disabled people.

Traditionally, Aberdeenshire's economy has depended on agriculture, fishing and forestry. In the last 30 years, oil and gas industry and the service sector have broadened the economic base. As a result, Aberdeenshire has one of the lowest unemployment rates in Scotland. There is major demand for housing, schooling and industrial land in the Aberdeen travel-to-work area. There has also been a significant rise in the demand for housing and schooling in the north of our area due to rapid migration from Eastern Europe. And there is lower but significant demand in the west and south of Aberdeenshire.

There are significant pockets of deprivation in some towns and rural areas. In recognition of this, parts of Peterhead and Fraserburgh receive funding from the Scottish Executive's community regeneration fund.

A profile of equalities groups in Aberdeenshire

Aberdeenshire has been one of the fastest growing areas in Scotland. It has a population of about 239,000. This section of our Race Equality Scheme provides a profile of all the main equalities groups. This is for two reasons:

- we intend to move towards one equalities scheme covering all groups;
- some people may be affected by more than one inequality. We do not always have the information to prove the scale of these relations but they exist.

Gender

In 2006, the population of Aberdeenshire was made up of almost equal female and male proportions. By 2021 the total number of people is forecast to fall slightly but the proportion that is female is likely to rise:

	Population 2006		Forecast Population 2021	
	No.	%	No.	%
Female	120,420	50.4	119,430	52.1
Male	118,350	49.6	109,920	47.9
TOTAL	238,770	100	229,350	100

Sources: Mid-year estimate of population, General Register Office for Scotland 2006; Strategic Forecasts for Aberdeenshire 2003 – 2021

We have no direct evidence of the number of transsexual people in Aberdeenshire. In a council employee survey in 2006, 0.1% of those

responding said they were transsexual. If this proportion applied to all people aged 20 or over, there would be about 180 transsexual people in Aberdeenshire.

The Boards' Gender Equality Scheme sets out what the Boards intend to do to fulfill their duty to promote gender equality.

Ethnicity

The ethnic make up of Aberdeenshire's population of 226,870 in 2001 was:

	%		%
White Scottish	85.6	Other South Asian	<0.1
Other white British	11.9	Chinese	0.1
White Irish	0.4	Caribbean	<0.1
Other white	1.4	African	<0.1
Indian	<0.1	Black Scottish or other black	<0.1
Pakistani	<0.1	Any mixed background	0.2
Bangladeshi	<0.1	Other ethnic group	0.2

<0.1 = less than 0.1%. The definitions of ethnic group are as used in the census

Source: census of population 2001

It is likely that both numbers and make up of the minority ethnic groups have changed since 2001, especially since eight Eastern European countries joined the European Union. For example, about 2,000 EU nationals are estimated to have migrated to Aberdeenshire between May 2004 and May 2005. They have mainly settled in Fraserburgh and Peterhead. This has significantly altered the ethnic minority population profile of Aberdeenshire.

This Race Equality Scheme sets out what the Boards intend to do to fulfill their duty to promote race equality.

Disability

Disability is a physical or mental impairment which has an effect on people's ability to carry out normal day-to-day activities. That effect must be:

- substantial (that is, more than minor or trivial), and
- adverse, and
- long-term (that is it has lasted or is likely to last a year or for the rest of the life of the person effected).

Some people have hidden disabilities like poor mental health, HIV or cancer.

The census of population shows the extent of disability in Aberdeenshire and Scotland:

	Aberdeenshire	Scotland
% of people with limiting long-term illness	15.3	20.3
% of working age population with limiting long-term illness	11.2	15.6
TOTAL POPULATION	226,870	5,062,010

Source: census of population 2001

The 2001-02 Scottish Household Survey estimated that just under one in five adults in Scotland had a disability and/or long-term illness (Scottish Executive, 2004). On this basis, it could be assumed (based on 2004 estimated population figures) that there are about 47,000 adults and children affected by disability in Aberdeenshire.

The Boards' Disability Equality Scheme addresses the Boards' duties to promote disability equality.

Age

There tend to be slightly more males in the younger and working age groups in the population, but significantly more women in the retired age groups:

	Female		Male	
	No.	% of total	No.	% of total
Under 16	22,880	9.6	23,670	9.9
Working age	69,840	29.2	78,110	32.7
Pensionable age	27,700	11.6	16,570	6.9
TOTAL	120,420	50.4	118,350	49.6

Sources: Mid-year estimate of population, General Register Office for Scotland 2006

After growing for many years, the population is likely to decline slightly. But both the proportion and the number of older people is likely to increase significantly:

	Population of pensionable age 2006		Forecast population of pensionable age 2021	
	No.	% of age group	No.	% of age group
Female	27,770	62.6	39,110	61.3
Male	16,570	37.4	24,730	38.7
TOTAL	44,340	100	63,840	100

Source: Mid-year estimate of population, General Register Office for Scotland 2006; Strategic Forecasts for Aberdeenshire 2003 – 2021

Religion

This is how the 226,870 people in Aberdeenshire reported their religion in the 2001 census:

	%		%
Church of Scotland	48.2	Muslim	0.1
Roman Catholic	3.7	Sikh	<0.1
Other Christian	9.5	Another religion	0.9
Buddhist	0.1	None	42.4
Hindu	<0.1	Not answered	4.8
Jewish	<0.1		

<0.1 = less than 0.1%

Source: census of population 2001

Sexual Orientation

Aberdeenshire Council currently has no reliable data on the sexual orientation of people in Aberdeenshire.

Age, religion and sexual orientation will be included in the council's overall equality scheme.

ABERDEENSHIRE LICENSING BOARDS

RACE EQUALITY SCHEME 2008 - 2011

ACTION PLAN

Objectives will be listed here after consultation. They are likely to be along the lines of the following:

OBJ1 The Boards aim to ensure that the services provided are free from direct and indirect discrimination on the grounds of race and will promote equal opportunity for persons of all ethnic backgrounds.

OBJ2 The Boards will work to encourage people from all ethnic backgrounds to seek election to Aberdeenshire Council and, thereafter, encourage them to seek appointment to the Licensing Boards.

OBJ3 The Boards will encourage licence holders to promote race equality within their licensed premises.

OBJ4 The Boards will support the aims of Aberdeenshire Council's Race Equality Scheme in relation to licensing staff.

OBJ5 The Boards will take positive action to achieve these objectives.

The finalised objectives will be linked into the finalised action plan. A draft action plan is attached to assist with consultation on the Scheme.

The Boards have already worked with Grampian Racist Incidents Partnership to issue anti-racism posters to all licensed premises within Aberdeenshire in May 2008.

ABERDEENSHIRE LICENSING BOARDS

RACE EQUALITY SCHEME 2008-2011 – ACTION PLAN

Objectives	What the Boards will do	When the Boards will do it		
		2009	2010	2011
	<ul style="list-style-type: none"> Review the Scheme three-yearly 			✓
	<ul style="list-style-type: none"> Review the Scheme annually and report to the Boards' members 	✓	✓	✓
	<ul style="list-style-type: none"> Consider the implementation of a voluntary equalities monitoring scheme covering applicants for licences. 	✓		
	<ul style="list-style-type: none"> Consider extending this monitoring to complaints processed by the Boards 		✓	
	<ul style="list-style-type: none"> Consider conducting an audit of all existing Boards' policies to ensure that the Council will fulfil its race equality obligations in terms of the Council's and the Boards' Schemes. 	✓		
	<ul style="list-style-type: none"> Produce an information leaflet for licence holders on promoting race equality within their licensed premises. Encourage licence holders to take a pro-active approach in this regard 	✓	✓	

Objectives	What the Boards will do	When the Boards will do it		
		2009	2010	2011
	<ul style="list-style-type: none"> Require all reports presented to the Boards proposing policies that have any significant relevance to race equality to include details of: <p>Any assessment of the impact of the proposed policy on race 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> 	✓	✓	✓
	<ul style="list-style-type: none"> Initiate discussions with the Equalities Officer to determine an appropriate means of consulting on policies potentially impacting on race equality either through the existing mechanisms for consultation, or otherwise. 	✓	✓	✓
	<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. 	✓	✓	✓

Objectives	What the Boards will do	When the Boards will do it		
		2009	2010	2011
	<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. 	✓	✓	✓
	<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. 	✓		
	<ul style="list-style-type: none"> The Scheme will be circulated to all staff employed in the law and administration service, to Council Members, to all current consultees and to the Council's Equalities Officer, as well as to any other interested parties. 	✓		
	<ul style="list-style-type: none"> Translations and alternative formats will be made available by arrangement when required, in accordance with the standards adopted by Aberdeenshire Council. 	✓	✓	✓
	<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 and in elections thereafter 	✓		
	<ul style="list-style-type: none"> Equalities awareness will be included in the training given to Licensing Board staff. 	✓		

Objectives	What the Boards will do	When the Boards will do it		
		2009	2010	2011
	<ul style="list-style-type: none"> <i>The Boards will continue to liaise with Grampian Racial Equality Council, with Community Planning's Access to Aberdeenshire Group and the Grampian Racist Incidents Partnership to promote opportunity for all and to monitor racist incidents within licensed premises and take appropriate action on an as required basis</i> 	✓	✓	✓