

## West Dunbartonshire Licensing Board Equality Outcomes 2014 – 2017

The Outcomes have been designed in recognition of evidence of discrimination and disadvantage and the need to tackle this, and link to the five Licensing Objectives.

- preventing crime and disorder;
- securing public safety;
- preventing public nuisance;
- protecting and improving public health; and
- protecting children from harm.

Situation/evidence	Actions/Outputs	Partners	Measures	Equality Outcome
<p>Under representation of Black and Minority Ethnic people, younger people, LGBT people, disabled people and women in many structures and process in West Dunbartonshire.</p>	<p>Support staff from the WDLB will attend the West Dunbartonshire Equality Forum and involve them in setting revised equality outcomes for the board.</p> <p>WDLB support staff will give yearly updates and take feedback from the Equality Forum.</p> <p>WDLB support staff have received additional enhanced Equalities training and will continue to do so. All staff and Councillors also receive basic Equalities training.</p>	<p>West Dunbartonshire Council</p> <p>West Dunbartonshire Equality Forum</p>	<p>Increased diversity of membership on licensing forum</p>	<p>Greater participation and involvement of people from underrepresented groups in influencing decision making in the west Dunbartonshire area.</p> <p><b>Protected groups;</b>  Race  Sex  Sexual Orientation  Age  Disability  Gender reassignment</p> <p><b>Parts of the duty</b>  Advancing Equality,  Fostering good relations</p> <p><b>Links to WDC Outcome 1</b>  Greater participation and involvement of people from under represented groups in influencing decision making in the Area</p>

<p>Increased ethnic diversity in West Dunbartonshire (census 2011)</p> <p>West Dunbartonshire Citizens Panel Surveys show that access to services could be better, including premises.</p> <p>High level of domestic abuse/gender based violence in the Council area.</p>	<p>Awareness campaigns on service users diverse needs to license holders. This will parallel work by the Council</p> <p>Design and supply of Myth Busting materials</p> <p>Provide training/engagement Covering equalities, including disability awareness to license holders.</p>	<p>WDLB staff carry out awareness training for off sale licensed premises which include an equality module.</p> <p>West Dunbartonshire Access for All</p> <p>West Dunbartonshire Council</p> <p>Violence against Women Partnership</p> <p>Police Scotland</p> <p>WDLB staff attend various sub groups of the Alcohol and Drugs Partnership to help with various campaigns that affect the equalities of local residents. These campaigns relate to alcohol fuelled violence (including domestic violence), and other impacts the licensed trade may have on residents.</p>	<p>Check on satisfaction with licensed services through surveys, including citizens panel</p>	<p>Licensed businesses better meet the needs of West Dunbartonshire's diverse communities</p> <p><b>Protected groups;</b>  Race  Sex  Sexual Orientation  Age  Disability  Gender reassignment  Pregnancy/maternity  Religion and belief</p> <p><b>Parts of the duty</b>  Eliminating Discrimination,  Advancing Equality,  Fostering good relations.</p> <p><b>Links to WDC Outcome 1</b>  Greater participation and involvement of people from underrepresented groups in influencing decision making in the Area</p> <p><b>Links to WDC Outcome 14</b>  Improve the accessibility of transport for women, older people and disabled people</p>
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<p>Current lack of statistical data locally however at a national level people from Minority Ethnic groups are more likely to be self-employed (Census results 2001)</p>	<p>Equalities monitoring of applications and renewals will be used to gradually build a picture (across all relevant characteristics) of license holders</p>	<p>West Dunbartonshire Council  West Dunbartonshire Equality Forum</p>	<p>Via equality monitoring, linked to satisfaction surveys.  A yearly satisfaction survey will be undertaken and examined, and this will check for satisfaction segmented by equality groups. Benchmarking with other authorities will be explored.</p>	<p>Increasing level of satisfaction with Licensing services by all relevant protected groups</p> <p><b>Protected groups;</b> Race Sex Sexual Orientation Age Disability Gender reassignment</p> <p><b>Parts of the duty</b> Eliminating Discrimination, Advancing Equality, Fostering good relations.</p> <p><b>Links to WDC Outcome 1</b> Greater participation and involvement of people from underrepresented groups in influencing decision making in the Area</p>
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<p>Above average rate of recorded racist incidents compared to Scottish Local Authorities in five of the six years from 2007 to 2013<sup>1</sup></p> <p>Above Scottish Average for religiously aggravated offences in two of the three years between 2010 and 2013<sup>2</sup></p> <p>Commitment from West Dunbartonshire Council and Police Scotland to tackle hate crime.</p> <p>Support from Citizens Panel for tackling prejudice/ discrimination (2012/2013 surveys).</p> <p>National high Level of unreported hate incidents against disabled people (EHRC 'Hidden in Plain Site');</p>	<p>Equality Training for Licensing Board and Licensing forum members, and license holders.</p> <p>Provision of Myth Busting materials</p> <p>General equality training for LDRS Staff</p> <p>LDRS to act as a Third Party reporting centre, after training from Police Scotland.</p> <p>WDLB staff attend local Pubwatch schemes to remind licensees that reporting of crimes is expected under the Licensing Objectives particularly where they relate to hate crime.</p>	<p>West Dunbartonshire Council</p> <p>West Dunbartonshire Access For All</p> <p>West Dunbartonshire Equality Forum</p> <p>West Dunbartonshire Violence Against Women Partnership</p>	<p>Via equality monitoring, linked to satisfaction surveys.</p> <p>Via revised question in the WD Citizens Panel from October 2014 and then on-going yearly (prevalence measure)</p> <p>Police Scotland Stats (reported incidents measure)</p>	<p><b>The Licensing Board contributes to higher confidence in the reporting of hate crime and incidents</b></p> <p><b>Protected groups;</b>  Race  Sex  Sexual Orientation  Age  Disability  Gender reassignment  Religion and belief</p> <p><b>Parts of the duty</b>  Eliminating Discrimination,  Advancing Equality,  Fostering good relations.</p> <p><b>Links to WDC Outcomes 7 and 8</b>  Decrease the Number of Hate Crimes in West Dunbartonshire  <b>(Prevalence)</b></p> <p>Reduce identity based bullying and harassment in schools  <b>(Prevalence)</b></p>
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<sup>1</sup> Based on analysis of [Scottish Government Figures](#) published December 2013

<sup>2</sup> Based on analysis of [Scottish Government Figures](#) published June 2013

and against BME and LGBT people (EHRC) Recognised link between alcohol abuse and domestic abuse				
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