



Equality Impact Assessment

Carrying out an Equality Impact Assessment (EIA) will help the Council meet its Public Sector Equality Duties (Equality Act 2010).

The duties which need to be considered when making decisions are to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

Failure to assess the equality impact may increase the risk of making an unfair decision which could potentially be discriminatory. It also prevents us from identifying opportunities to promote equality and therefore leaves the Council open to potential legal challenges.

Using this EIA template will help to ensure that a decision is made in a fair way, based on evidence. It provides a clear and structured method to assess the potential impact on protected groups.

For more information how to complete this form please refer to the Guidance which can be found at [HERE](#)

Title of policy or proposal	Animal Welfare Licensing Policy
Briefly describe the aims of the policy change, decision or proposal, the likely outcomes, and the rationale for it	<p>The Council is responsible for the licensing and regulation of animal activities in the district. It is considered good practice for the Council to prepare and publish an Animal Welfare Licensing Policy which sets out how the regime will be administered. In setting out the policy the Council seeks to do the following:</p> <ul style="list-style-type: none"> • Protect and promote animal welfare standards, • Protect the environment, • Safeguard public health and safety, • Provide a clear and consistent regulatory framework; and • Provide a reliable, fair, transparent, and accessible service. <p>This licensing regime is largely governed by legislation and this Policy is intended to set out how the Council will put that legislation into practice.</p>
Consider the potential impact on any member of staff or member of the public with the following protected characteristics:	
<p>Age, Disability, Gender identity/Gender reassignment, Race, Religion or belief, Sex, Sexual orientation, Women who are pregnant or have recently had a baby.</p> <p>Also, consider employees who are married or in a civil partnership.</p>	

<p>What information is already held, or have you obtained through consultation or engagement activity? (For each protected characteristic: What do you know about our employees, service users or anyone else who potentially could be affected by the proposal? Who has been consulted? If you have gaps in your evidence or data, you may need to carry out targeted engagement activity and/or consider information from local or national research).</p>	<p>No information relating to the people affected by this Policy is available. At this stage, no formal consultation or engagement activity has been carried out. A full public consultation is planned, which will provide more insight across all protected characteristics.</p> <p>Current information is based primarily on the professional knowledge and experience of animal licensing inspectors, who work directly with operators and members of the public affected by animal licensing processes. This provides some operational understanding of how the proposal may impact different groups, but it is not comprehensive.</p>
<p>After considering the information, which protected groups may potentially be affected? (Delete those not likely to be affected)</p>	<p>Age</p> <p>Disability</p> <ul style="list-style-type: none"> • Physical/mobility impairment • Sensory: hearing/visual or speech • Mental health • Learning disabilities • Non-visible conditions such as epilepsy/diabetes <p>Sex</p> <p>Race including gypsies and travellers</p> <p>Sexual Orientation</p> <p>Religion/Belief</p> <p>Gender Reassignment</p> <p>Pregnancy & Maternity</p> <p>Marriage & Civil Partnership (for employees only)</p>
<p>Using the information you have, give details of any potential positive and negative impacts on protected groups likely to be affected by the policy change, decision, or proposal</p> <p>(For each protected characteristic where there could be a potential impact, consider the following: Could people from any protected groups be positively or negatively affected? Could anyone’s ability to take part in public life be affected? Could this policy change, decision or proposal affect public attitudes towards any protected group? Could any groups become more</p>	<p>Age: Animal Licensing in general may have a more significant adverse impact on children and young people who are more likely to use some of the services provided without adult supervision. E.g. horse-riding tuition. Whilst the Council is limited in their influence over the requirements set out in legislation and guidance, appropriate statutory guidance has been included in the Policy to encourage responsible safeguarding practices, particularly where businesses are likely to offer services to children and young people.</p> <p>Disability: Animal Licensing requirements and processes in general are likely to be more difficult for those operators who have some disabilities. Operators may find it difficult to comply fully with the legislation and statutory guidance. Reasonable adjustments will be considered in so far as is practicable whilst still maintaining animal welfare standards.</p> <p>Race: Operators for whom English is not their first</p>

<p>or less likely to be at risk of harassment or victimisation because of this policy change, decision, or proposal? Are there opportunities to create positive impacts? <i>(remember that the law permits disabled people to be treated equally or better than other groups to enable reasonable adjustments to be made).</i></p>	<p>language may have difficulty in understanding the policy or complying with the requirements set in legislation and statutory guidance. The Council has interpretation and translation services where necessary.</p> <p>Pregnancy and Maternity: Animal Licensing requirements and processes in general are likely to be more difficult for those operators who are pregnant or on maternity leave. Operators may find it difficult to comply fully with the legislation and statutory guidance. Reasonable adjustments will be considered in so far as is practicable whilst still maintaining animal welfare standards.</p> <p>General: Animal Licensing in general may have an impact on some people with protected characteristics, who could be considered vulnerable under safeguarding principles. In certain situations, individuals may be left alone with operators without direct supervision, which could increase the risk of harm or reduce their ability to report concerns. Whilst the Council is limited in their influence over the requirements set out in legislation and statutory guidance, appropriate guidance has been included in the Policy to encourage responsible safeguarding practices, particularly where businesses are likely to offer services to people who could be considered vulnerable.</p>
<p>Give details of any actions that can be taken to promote equality or to lessen any potential adverse impact on protected groups.</p>	<p>The Council is limited in their influence over the requirements which are largely set out in legislation and statutory guidance. The following measures will be put in place:</p> <p>Additional guidance advising that businesses have safeguarding measures in place to protect children and young people is factored into the policy to mitigate the increased risk.</p> <p>Where possible the Council will make reasonable adjustments in so far as is possible whilst still maintaining the principle objective of the Policy, to protect animal welfare.</p>
<p>What plans are there to monitor and review the actual impact of the policy change, decision, or proposal on equality of opportunity?</p>	<p>The Council will monitor any impact on characteristics by reviewing the policy and conducting any necessary consultation every three years.</p>
<p>When will follow up review be done?</p>	<p>Three years after the final approval of the policy.</p>

Based on a consideration of all the potential impacts, mark one of the following as an overall summary of the outcome of this assessment:	
	The equality analysis has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
	The equality analysis has identified risks or opportunities to promote better equality; the change, decision or proposal will be adjusted to avoid risks and ensure that opportunities are taken.
X	The equality analysis has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the change, decision or proposal, and its overall financial and policy context.
	The equality analysis shows that the change, decision, or proposal would lead to actual or potential unlawful discrimination or would conflict with the Council's positive duties to an extent which is disproportionate to its objectives. It should not be adopted in its current form.
Explain how the judgement above was reached and action plan what will be taken to reduce any negative or to enhance any positive impacts on equality	Whilst the equality analysis has identified some risks to equality, the Council is limited in ways they can eliminate those risks, due to requirements set out in legislation and statutory guidance. For this reason, the acceptance of those risks is reasonable and proportionate for the aim of the Policy, to protect animal welfare.
Name(s) and job title(s) of person (people involved in) carrying out this assessment	Charmaine Terry (Environmental Health Team Manager (Licensing)) Samantha Crossland (Licensing and Enforcement Officer) Lindsey Delamore (Licensing and Enforcement Officer)
Authorising Director or Assistant Director	Lee Pepper
Date authorised	23/04/2026
The completed equality impact assessment <u>must</u> be attached to the report that will be considered by the decision maker or decision makers to enable them to give due regard to the impact of the policy, decision, or proposal on protected groups. Also send a copy to Amar.Bashir@ne-derbyshire.gov.uk	