



**North
Northamptonshire
Council**

Equality Screening Assessment (ESA)

This form must be completed to evidence what impact the proposal may have on protected groups within our community and/or workforce. Please complete with reference to the [Guidance Notes](#).

1: Proposal

Requirement	Details
Title of proposal:	Review of the Council's licensing policy made under the Licensing Act 2003.
Type of proposal: • new or change of policy, • new or change to service.	The Council must prepare and publish a statement of its licensing policy at least every five years. The policy must be published before the Council's Licensing Authority carries out any function in respect of individual applications and notices made under the 2003 Act. The Licensing Act 2003 regulates the following licensable activities: • Sale by retail of alcohol • Supply of alcohol by or on behalf of a club, to, or to the order of, a member of the club • Provision of regulated entertainment • Provision of late-night refreshment. The proposed policy has been updated to reflect: • revised Guidance issued under Section 182 of the 2003 Act • impacting non-statutory guidance • relevant law • operational practice.

Requirement	Details
	The Council must administer the licensing regime in accordance with the law and must have regard to statutory guidance and its statement of licensing policy. All licensing activities - grant, refusal, suspension, revocation, variation and enforcement - must comply with Part 3 of the Equality Act. The Licensing Authority in its Policy makes clear that it recognises its legal obligation under the Equality Act 2010 to have due regard to the need to eliminate unlawful discrimination, harassment and victimization; to advance equality of opportunity and to foster good relations between persons with different protected characteristics. At page 28 of the Policy, the Licensing Authority explains that applicants and licence holders should familiarise themselves with their responsibilities under the Equality Act 2010 and relevant guidance for businesses, which can be found on the Equality and Human Rights Commission website.
What is the objective of this proposal?	To provide advice to applicants, licence holders, responsible authorities as nominated under the Act and the public about how the Licensing Authority will administer the licensing regime.
Who will be consulted on this proposal? And when? (List all the groups / communities, including dates)	The policy was subject to public consultation between 24.08.26 - 09.10.26, details below: • Advertised on the Council's website • Circulated to responsible authorities under the Act • Link to draft policy circulated to all town and parish councils • Notified to the NNC' Staff Disability Network and Day Services Lead and Supported Employment Manager.
Did the consultation highlight any impact on protected groups? (If yes, give details)	To be confirmed.

Requirement	Details
What processes are in place to monitor and review the equality impact of this proposal?	The Council must, by law, review and publish the policy at least every 5 years. Where changes are required in the interim to reflect new law or guidance for example, any review will also consider the equality impact of amendments or new requirements. Any issue of equality impact raised outside of this will also require the assessment to be reviewed. Officers are aware of the duties imposed on licensing authorities. Click web link to the Equality Act 2010: Code of Practice for services, public functions and associations, 2026 and the Policy has been prepared with these duties in mind.
Who will approve this proposal? (Committee, PGG, CLT)	Licensing and Appeals Committee to review the draft policy and recommend to Full Council that it be adopted.

2: Equality Consideration

In turn, consider each protected group and question whether the proposal seeks to:

- Eliminate discrimination,
- Foster good relations,
- Remove barriers,

Protected Groups	General Equality Duty Considerations	Opportunities	Impact
Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	• Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? • Employees • Customers • Contractors	• Is there levelling up opportunities for a particular group? • Can you... • remove disadvantage? • improve access/support? • collect more data to be more informed?	• Positive • Neutral • Negative
Age Are different age ranges impacted differently?	In law, only persons aged 18 or over may apply for a licence or notice under the Act.	One of the statutory licensing objectives under the Act is the protection of children from harm. •	Neutral

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	Of persons aged 18 or over, no age range is impacted differently. The policy recognises that ‘harm’ includes moral, psychological and physical harm. This includes not only protecting children from the harms associated directly with alcohol consumption but also wider harms such as exposure to strong language and sexual expletives (for example, in the context of exposure to certain films or adult entertainment). The policy makes clear that applicants and licence holders should demonstrate adequate control measures to prevent harm to children, and the policy includes examples of the types of control measures which may be necessary, depending on the nature of the premises involved. The policy has a dedicated section about children (see page 18 of the policy). The Licensing Authority recognises North Northamptonshire Children Safeguarding Partnership as the competent body to advise it on the protection of children from harm. This means that every application for a premises or club premises certificate, major variations of existing licences and some other application types is copied to the partnership for their consideration.		

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	The policy makes clear that the Licensing Authority will give considerable weight to representations (objections) about applications or licences where child protection is a factor. This may be, for example, because of: • instances of underage sales being made at a premises, • irresponsible drinks promotions and packaging concerns about premises connected to child sexual exploitation.		
Sex Is one sex impacted more than another?	The Policy recognises the prevalence, prevention and reporting of sexual harassment and misconduct and broader violence against women and girls' crimes. Licensed venues are encouraged to have clear policies in place for the prevention, detection and reporting of sexual harassment, misconduct and violence against women and girls. The Policy also raises the profile of drink spiking and asks applicants and licence holders to consider measures to prevent incidents of spiking on their premises. The Policy makes clear that any conditions applied to a licence or certificate will be proportionate and justified and must not disadvantage protected groups unless objectively justified.		Neutral

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	Enforcement undertaken by the Licensing Authority will be consistent and non-discriminatory.		
Disability Is one type of disability impacted more than others?	The Council is aware that licensing processes, hearings, forms and communications must be accessible to disabled applicants and disabled people affected by licensed activities. Licensing Officers are preparing hearings guidance which will consider the needs of attendees at hearings.	Enforcement undertaken by the Licensing Authority will be consistent and non-discriminatory. The Policy and supporting online advice will be written in plain English, where this is possible, to help ensure everyone can understand its contents. The documents will be made available on the Council's website and published in HTML format.	Neutral
Gender Reassignment Will there be an impact on people who are trans?	There are no specific impacts.	No. Enforcement undertaken by the Licensing Authority will be consistent and non-discriminatory.	Neutral
Race Are people from one ethnic group affected more than people from another?	There are no specific impacts.	The Policy is written in plain English, where this is possible, for those whose first language is not English. We are aware this also makes the documents easier to translate. The Policy will be made available on the Council's website and published in	Neutral

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		HTML format and accessibility requirements will be considered. Enforcement undertaken by the Licensing Authority will be consistent and non-discriminatory.	
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	There are no specific impacts.	No. Enforcement undertaken by the Licensing Authority will be consistent and non-discriminatory.	Neutral
Marriage & Civil Partnership Note: Applies to employment proposals only.	Not applicable.	No.	Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, impacted by this proposal?	No specific impact.	No.	Neutral
Religion or Belief Does the proposal impact people differently depending on their religion or belief?	There are no specific impacts.	No. Enforcement undertaken by the Licensing Authority will be consistent and non-discriminatory.	Neutral
Care Experience	No.		Neutral

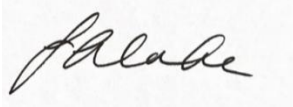
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Does the proposal impact someone who has been in care differently to someone who has not. Please also refer to the care experience guidance notes .			
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	Licensing in North Northamptonshire makes a fundamental contribution to how our communities develop, live, work and relax. North Northamptonshire benefits from a broad spectrum of licensed premises, including pubs, bars and clubs, off-licences, supermarkets, cinemas and cafes. The licensing policy promotes a vibrant and mixed licensed day and night-time economy, which it is hoped can encourage tourism, boost the local economy and contribute to shaping places where people want to live. The policy recognises however that licensed premises, particularly in the night-time economy, can create challenges as well as bringing benefits and therefore encourages applicants and licence holders to promote the four licensing objectives in the operation of their premises. The policy highlights that the amenity of residents and occupiers of other businesses should be maintained and protected from the potential consequence of the operation of licensed premises, while recognising the valuable cultural, social and business importance that such premises provide.		Neutral

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	The policy is intended to empower residents and businesses by raising awareness of the statutory consultation timeframes and how they can participate in the decision-making process.		

3: Equality Impact

Question	Response
What impact does the proposal have on the protected groups? No Impact, Positive Impact, Negative Impact or a combination? Any negative impact will result in an overall negative impact.	No impact.
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No. (If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment).
Is this document going to be published with the relevant report? If yes, include link to location.	Yes / No Link will be provided to the Licensing & Appeals Committee Agenda of 4 November 2026 and the Full Council Agenda of 26 November 2026.
Does the associated proposal meet our accessibility requirements? Writing for Inclusion Guidance	Yes/ No

4: Ownership

Question	Response
Directorate	Place and Economy
Service area	Environmental Health
Lead officer's name	Sarah Clarke
Lead officer's job title	Licensing and Service Support Manager
Lead officer's email address	sarah.m.clarke@northnorthants.gov.uk
Lead officer's signature	
Date completed	18 August 2026
Confirm Lead Officer has completed Equality Impact Assessments iLearn Module .	Yes

Completed forms must be sent to [NNC Equalities](#)

Equalities Office Only:

Approved by:	Emma Freeman
Date Approved:	19 August 2026
Additional requirements:	none