

**City of York Council
Equalities Impact Assessment**

Who is submitting the proposal?

Directorate:	Environment and Regulatory Services		
Service Area:	Public Protection (Licensing)		
Name of the proposal:	Determination of a Temporary Event Notice for Little J's, Chapel House, North Street, York, YO1 6JD		
Lead officer:	Lesley Cooke		
Date assessment completed:	15 October 2025		
Names of those who contributed to the assessment:			
Name	Job title	Organisation	Area of expertise

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p>To determine a Temporary Event Notice (TEN) for Little J's, Chapel House, North Street, York, in accordance with Section 100 of the Licensing Act 2003 and The Licensing Act 2003 (Permitted Temporary Activities) (Notices) Regulations 2005 as amended by The Licensing Act 2003 (Permitted Temporary Activities) (Notices) (Amendment) Regulations 2016 and the Police Reform and Social Responsibility Act 2011. Within the notice the description of the premises is – purpose-built community event venue, formerly a church hall, used for LGBTQI+ services and LGBTQI+ activities.</p> <p>The nature of the event – music, poetry, story-telling, drag etc at “Moral Panic” York’s trans-friendly LGBTQI+ open-mic cabaret with pop-up bar for the LGBTQI+ community.</p> <p>The licensable activities – sale by retail of alcohol and provision of regulated entertainment.</p> <p>Dates and times – 16:00 hrs on 31 October – 02:00 hrs on 1 November 2025.</p> <p>Maximum permitted numbers of people at any one time – 99</p> <p>As an objection has been received this application is to be determined by a Sub-Committee of the Licensing and Regulatory Committee.</p> <p>The TEN and objection have been received and processed in line with the requirements of the Licensing Act 2003.</p>

1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<p>When determining an application, the licensing authority must have regard to the:</p> <ul style="list-style-type: none"> • Licensing Act 2003 - Section 182 Guidance for Local Authorities (last updated February 2025) • the licensing objectives as set out in Section 4 of the Act. The licensing objectives are: <ul style="list-style-type: none"> ○ the prevention of crime and disorder; ○ public safety; ○ the prevention of public nuisance; and ○ the protection of children from harm • City of York Council Statement of Licensing Policy and Cumulative Impact Assessment published in March 2025. • Objection received from responsible authorities, in writing and any verbal submissions given at the Sub-Committee hearing.
1.3	Who are the stakeholders and what are their interests?
	In relation to this TEN, the stakeholders are the applicant and responsible authorities who have objected.
1.4	What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	The determination of TEN, in accordance with the requirements of the Licensing Act 2003, determining each TEN on its own merits, having regards to the promotion of the licensing objectives and taking into account the licensing policy, cumulative impact assessment (if premises fall within the CIA defined area) and guidance issued under Section 182, supports the council's plan 'One City For All'.

Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
Source of data/supporting evidence	Reason for using	
Licensing Act 2003 and Section 182 Guidance	Licensing authorities must take the Act and Guidance into consideration when determining a TEN. The Act states that any decisions taken by the licensing authority should aim to promote the licensing objectives: <ul style="list-style-type: none"> • Prevention of crime and disorder • Public safety • Prevention of public nuisance • Protection of children from harm 	
City of York Council Statement of Licensing Policy (Policy)	When determining a TEN licensing authorities should have regard to the Policy. As stated above the Act states that any decision taken by the licensing authority should aim to promote the licensing objectives.	
City of York Council Cumulative Impact Assessment (CIA)	When determining a TEN relating to premises located within the area identified within the CIA, the licensing authority should have regard to the CIA. As stated above the Act states that any decision taken by the licensing authority should aim to promote the licensing objectives.	
The TEN	When determining a TEN the licensing authority should have regards to the details submitted by the applicant within the notice (responsible authorities should also have regards to this prior to submitting an objection. As stated above the Act states that any decision taken by the licensing authority should aim to promote the licensing objectives.	

Objections received from responsible authorities, and any verbal submissions given at a Sub-Committee hearing	When determining a TEN licensing authorities should have regards to objection received from responsible authorities. As stated above the Act states that any decision taken by the licensing authority should aim to promote the licensing objectives.
---------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.		
Gaps in data or knowledge		Action to deal with this	
None – the statutory requirements with regards to the TEN were undertaken by the applicant and the licensing authority.			

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	The Policy states ‘in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this	Positive	Low

	<p>policy the council will give clear and cogent reasons for doing so.'</p> <p>The CIA also states, 'The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.'</p> <p>With regards to Age the Policy recommends that the age verifications policy, operated by premises licensed to sell alcohol, is 'Challenge 25'.</p> <p>The Policy also advises that the council will carefully consider the effects of alcohol sale and alcohol marketing on children, young people and family life. As well as carefully considering the need for alcohol been sold/supplied at premises that are predominately used for activities targeted at children.</p> <p>In the CIA, the onus is on new applicants to demonstrate how they will not add to the existing impact that licensed premises in that area are having on the community, including the supply of alcohol to under 18's.</p> <p>Through the Policy we encourage a diverse city, with offerings for all age groups.</p> <p>Even though under 18's are not allowed to purchase and consume alcohol, one of the licensing objectives is to 'protect children from harm', the policy encourages family friendly</p>		
--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

	<p>premises where younger children can be free to go with the family.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p>		
Disability	<p>The Policy states ‘in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.’</p> <p>The CIA also states, ‘The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.’</p> <p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p>	Positive	Low

	<p>Through the Policy we encourage consideration for disabled people or people with other additional needs.</p> <p>The Purple Pound provides information on the value of being inclusive and explains the loss of income to businesses when disabled people walk away due to lack of accessibility.</p> <p>Paragraph 4.17 of the Policy references hate crimes, levels of which York is below the national average. York Hate Crime Partnership is working to deter this behaviour and encourage reporting.</p> <p>CYC Licensing and Community Safety, with partners launch the 'Choose Respect Not Regret' campaign in 2024. The policy encourages that applicants and licence holders engage with local schemes such as this campaign.</p>		
Gender	<p>The Policy states 'in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.'</p> <p>The CIA also states, 'The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.'</p>	Positive	Low

	<p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p> <p>Paragraph 4.17 of the policy references hate crimes, levels of which York is below the national average. York Hate Crime Partnership is working to deter this behaviour and encourage reporting.</p> <p>CYC Licensing and Community Safety, with partners launch the 'Choose Respect Not Regret' campaign in 2024. The policy encourages that applicants and licence holders engage with local schemes such as this campaign.</p>		
<p>Gender Reassignment</p>	<p>The Policy states 'in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.'</p> <p>The CIA also states, 'The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.'</p>	<p>Positive</p>	<p>Low</p>

	<p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p> <p>Paragraph 4.17 of the policy references hate crimes, levels of which York is below the national average. York Hate Crime Partnership is working to deter this behaviour and encourage reporting.</p> <p>CYC Licensing and Community Safety, with partners launch the 'Choose Respect Not Regret' campaign in 2024. The Policy encourages that applicants and licence holders engage with local schemes such as this campaign, and national schemes such as 'Ask for Angela' and violent against women and girls. The Police advocate The WAVE (Welfare and Vulnerability Engagement) training, which they provide for free.</p> <p>There is a lack of dedicated LGBTQI+ spaces within the authority area.</p>		
Marriage and civil partnership	The Policy states 'in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the	Positive	Low

	<p>licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.'</p> <p>The CIA also states, 'The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.'</p> <p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p>		
<p>Pregnancy and maternity</p>	<p>The Policy states 'in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.'</p> <p>The CIA also states, 'The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.'</p>	<p>Positive</p>	<p>Low</p>

	<p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p> <p>CYC Licensing and Community Safety, with partners launch the 'Choose Respect Not Regret' campaign in 2024. The Policy encourages that applicants and licence holders engage with local schemes such as this campaign, and national schemes such as 'Ask for Angela' and violent against women and girls. The Police advocate The WAVE (Welfare and Vulnerability Engagement) training, which they provide for free.</p>		
Race	<p>The Policy states 'in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.'</p> <p>The CIA also states, 'The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.'</p>	Positive	Low

	<p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p> <p>Paragraph 4.17 of the policy references hate crimes, levels of which York is below the national average. The Council and Police are aware of a pattern of racial hate crime linked to the night-time economy, some incidents are directed to those who work in support, e.g. door staff, bar staff and taxi drivers. York Hate Crime Partnership is working to deter this behaviour and encourage reporting.</p> <p>CYC Licensing and Community Safety, with partners launch the 'Choose Respect Not Regret' campaign in 2024. The policy encourages that applicants and licence holders engage with local schemes such as this campaign, and national schemes such as 'Ask for Angela' and violent against women and girls. The Police advocate The WAVE (Welfare and Vulnerability Engagement) training, which they provide for free.</p>		
<p>Religion and belief</p>	<p>The Policy states 'in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182.</p>	<p>Positive</p>	<p>Low</p>

	<p>Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.'</p> <p>The CIA also states, 'The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.'</p> <p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p> <p>Paragraph 4.17 of the policy references hate crimes, levels of which York is below the national average. York Hate Crime Partnership is working to deter this behaviour and encourage reporting.</p> <p>CYC Licensing and Community Safety, with partners launch the 'Choose Respect Not Regret' campaign in 2024. The policy encourages that applicants and licence holders engage with local schemes such as this campaign, and national schemes such as 'Ask for Angela' and violent against women and girls. The Police advocate The WAVE (Welfare and Vulnerability Engagement) training, which they provide for free.</p>		
--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--

<p>Sexual orientation</p>	<p>The Policy states ‘in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.’</p> <p>The CIA also states, ‘The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.’</p> <p>Through the Policy we encourage a diverse city with offerings for everyone.</p> <p>The Policy encourages a variety and mix of high quality licensed premises that will appeal to a broad spectrum of people, including a well-used city centre, day and night, that is safe and accessible to all.</p> <p>Paragraph 4.17 of the policy references hate crimes, levels of which York is below the national average. York Hate Crime Partnership is working to deter this behaviour and encourage reporting.</p> <p>CYC Licensing and Community Safety, with partners launch the ‘Choose Respect Not Regret’ campaign in 2024. The policy encourages that applicants and licence holders</p>	<p>Positive</p>	<p>Low</p>
----------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------	------------

	engage with local schemes such as this campaign, and national schemes such as 'Ask for Angela' and violent against women and girls. The Police advocate The WAVE (Welfare and Vulnerability Engagement) training, which they provide for free. There is a lack of dedicated LGBTQI+ spaces within the authority area.		
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	There are no known findings/impacts specific to this group	Positive	Low
Low income groups	There are no known findings/impacts specific to this group	Positive	Low
Veterans, Armed Forces Community	There are no known findings/impacts specific to this group	Positive	Low
Other	There are no known findings/impacts specific to this group		
Impact on human rights:			
List any human rights impacted.	None		

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
<p>The Policy states ‘in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.’</p> <p>The CIA also states, ‘The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.’</p>	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
<p>- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</p>	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No major change to the proposal	<p>The Policy states ‘in determining a licence application the overriding principle will be that each application must be considered on its own merits, having regard to the promotion of the licensing objectives and taking into account the licensing policy and guidance issued under Section 182. Where it is necessary to depart from the guidance or this policy the council will give clear and cogent reasons for doing so.’</p> <p>The CIA also states, ‘The Assessment does not change the fundamental way that a licensing decision is made, each application will be considered on its own merits.’</p>

Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.		
Impact/issue	Action to be taken	Person responsible	Timescale
None			

Step 8 - Monitor, review and improve

8.1	<p>How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?</p>
	<p>The council will continue to process and determine applications in line with the legal requirements of the Licensing Act 2003.</p> <p>As stated in the Policy and the CIA, applications will continue to be consider on their own merits, having regard to the promotion of the licensing objectives, taking into account the Policy and CIA (if premises fall within the CIA defined area) and the Section 182 guidance.</p>