



To: Councillor Carle, Convener; and Councillors Allan, Boulton, Copland, Corall, Cormie, Delaney, Lesley Dunbar, Graham, MacGregor, Malik, Malone, Nathan Morrison and Townson and two vacancies.

Town House,
ABERDEEN 24 August 2015

LICENSING COMMITTEE

The Members of the **LICENSING COMMITTEE** are requested to meet in Committee Room 2 - Town House on **TUESDAY, 1 SEPTEMBER 2015 at 10.00 am.**

FRASER BELL
HEAD OF LEGAL AND DEMOCRATIC SERVICES

B U S I N E S S

REQUESTS FOR DEPUTATION

1 Requests for deputation

MINUTES

- 2.1 Minute of Previous Meeting of 30 June 2015 (Pages 7 - 30)
- 2.2 Minute of Meetings of the Licensing Urgent Business Sub Committee of 13 and 30 July 2015 (Pages 31 - 34)

FILM CLASSIFICATIONS

- 3.1 Belmont Cinema Film Classification Request (Pages 35 - 50)

APPLICATIONS FOR LICENCES - INCLUDING LIST OF APPLICATIONS

- 4.1 Grant of a Licence for a House in Multiple Occupation - 7 Roslin Terrace, Aberdeen (Pages 57 - 66)

- 4.2 Renewal of a Licence for a House in Multiple Occupation - 8 Crown Street, Aberdeen (First floor flat right) (Pages 67 - 92)
- 4.3 Renewal of a Licence for a House in Multiple Occupation - 8 Crown Street, Aberdeen (First floor flat left) (Pages 93 - 118)
- 4.4 Grant of a Licence for a House in Multiple Occupation - 124 Don Street, Aberdeen (Pages 119 - 148)
- 4.5 Grant of a Licence for a House in Multiple Occupation - 92 Abbotswell Crescent, Aberdeen (Pages 149 - 160)
- 4.6 Renewal of a Licence for a House in Multiple Occupation - 99 Garthdee Drive, Aberdeen (Pages 161 - 164)
- 4.7 Grant of a Licence for a House in Multiple Occupation - 8E Printfield Walk, Aberdeen (Pages 165 - 170)
- 4.8 Grant of a Licence for a House in Multiple Occupation - 58 Great Northern Road, Aberdeen (Top Left) (Pages 171 - 174)
- 4.9 Grant of a Licence for a House in Multiple Occupation - 34 Erskine Street, Aberdeen (Pages 175 - 178)
- 4.10 Grant of a Licence for a House in Multiple Occupation - 130 Hamilton Place, Aberdeen (Pages 179 - 182)
- 4.11 Grant of a Licence for a House in Multiple Occupation - 16 Huntly Street, Aberdeen (First & Second Floor) (Pages 183 - 186)
- 4.12 Grant of a Public Entertainment Licence - Tillydrone Community Centre (Pages 187 - 188)
- 4.13 Application for a Temporary Public Entertainment Licence - London Ocktoberfest Ltd (Pages 189 - 192)
- 4.14 Renewal of a Late Hours Catering Licence - Yassine Mbarki (Pages 193 - 194)
- 4.15 Renewal of a Street Trader's (Hot Food) Licence - Lorraine McLean (Pages 195 - 196)
- 4.16 Renewal of a Street Trader's (Hot Food) Licence- Shona Singer (Pages 197 - 198)
- 4.17 Renewal of a Street Trader's (Hot Food) Licence - Mitchell Durrant (Pages 199 - 200)
- 4.18 Grant of a Street Trader's (Hot Food) Licence - La Petite Catering (Pages 201 - 204)
- 4.19 Grant of a Street Trader's (Hot Food) Licence - Pearl McCullough (Pages 205 - 208)
- 4.20 Grant of a Taxi Driver's Licence - Rafal Wiewiorka (Pages 209 - 210)
- 4.21 Renewal of a Private Hire Car Driver's Licence - Genadijs Judins (PHD003) (Pages 211 - 212)
- 4.22 Renewal of a Private Hire Car Licence - Ranald Pacitti (PH088) (Pages 213 - 214)

- 4.23 Renewal of a Private Hire Car Licence - Malcolm McBeath (PH245) (Pages 215 - 216)
- 4.24 Renewal of a Private Hire Car Licence - Robert Alexander Marr (PH239) (Pages 217 - 218)
- 4.25 Renewal of a Taxi Licence - City Wide Taxis Limited (T132) (Pages 219 - 220)
- 4.26 Renewal of a Taxi Licence - Thomas Williams (T039) (Pages 221 - 222)
- 4.27 Renewal of a Taxi Licence - Kenny Murray (T155) (Pages 223 - 224)
- 4.28 Renewal of a Taxi Licence - Ian Dewar (T684) (Pages 225 - 226)
- 4.29 Renewal of a Taxi Licence - Malcolm Bremner (T245) (Pages 227 - 228)
- 4.30 Renewal of a Taxi Licence - David Keith (T440) (Pages 229 - 230)
- 4.31 Renewal of a Taxi Licence - Kirkhill Auto Services Ltd (T071) (Pages 231 - 232)
- 4.32 Renewal of a Taxi Licence - Central Taxis (Abdn) Ltd (T750) (Pages 233 - 234)
- 4.33 Renewal of a Taxi Licence - Scott Marcus Macaskill (T732) (Pages 235 - 236)
- 4.34 Renewal of a Taxi Licence - Hilda Aitken (T871) (Pages 237 - 238)
- 4.35 Renewal of a Taxi Licence - Margaret Ann Petrie (T424) (Pages 239 - 240)
- 4.36 Renewal of a Taxi Licence - Hilda Aitken (T871) (Pages 241 - 242)
- 4.37 Renewal of a Taxi Licence - Donald Stuart Lamont (A021) (Pages 243 - 244)
- 4.38 Renewal of a Taxi Licence - Central Taxis (Abdn) Ltd (T339) (Pages 245 - 246)
- 4.39 Renewal of a Taxi Licence - Central Taxis (Abdn) Ltd (T618) (Pages 247 - 248)
- 4.40 Renewal of a Taxi Licence - Alison Heeps (T802) (Pages 249 - 250)
- 4.41 Substitution of a Taxi Licence - Thomas George (Pages 251 - 258)
- 4.42 Renewal of a Private Hire Car Licence - AB Transfer Ltd (Pages 259 - 262)

COMMITTEE REPORTS

- 5.1 Second Hand Dealer's Licence - Variation of Conditions - CG/15/98 (Pages 263 - 268)
- 5.2 Review of CCTV Policy for Taxis and Private Hire Cars - Removable Storage Devices - CG/15/89 (Pages 269 - 278)
- 5.3 Taxi Licences - Permitted Roof Signs - CG/15/94 (Pages 279 - 284)
- 5.4 Training for Taxi Drivers - CG/15/97 (Pages 285 - 288)

COMMITTEE BUSINESS STATEMENT

6.1 Committee Business Statement (Pages 289 - 290)

APPLICATIONS TO BE HEARD IN PRIVATE IN TERMS OF THE DATA PROTECTION ACT 1998 - INCLUDING LIST OF APPLICATIONS

- 7.1 Grant of a Licence for a House in Multiple Occupation
- 7.2 Renewal of a Taxi Driver Licence
- 7.3 Renewal of a Taxi Driver Licence
- 7.4 Renewal of a Taxi Driver Licence
- 7.5 Renewal of a Taxi Driver Licence
- 7.6 Renewal of a Taxi Driver Licence
- 7.7 Renewal of a Taxi Driver Licence
- 7.8 Renewal of a Taxi Driver Licence
- 7.9 Renewal of a Taxi Driver Licence
- 7.10 Renewal of a Taxi Driver Licence
- 7.11 Renewal of a Taxi Driver Licence
- 7.12 Renewal of a Taxi Driver Licence
- 7.13 Renewal of a Taxi Driver Licence
- 7.14 Renewal of a Taxi Driver Licence
- 7.15 Grant of a Late Hours Catering Licence
- 7.16 Grant of a Private Hire Car Licence
- 7.17 Grant of a Taxi Driver Licence

Website: www.aberdeencity.gov.uk

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Should you require any further information about this agenda, please contact Allison Swanson, tel 01224 522822 or email aswanson@aberdeencity.gov.uk

Briefing for Elected Members on the Importance of EHRIAs

As an elected member, you will know you have an important role to play in championing equality within and outside Aberdeen City Council. There is also a scrutiny role for you to ensure that equality considerations are included in the decision making and governance of the council.

In exercising your duties as an elected member, you will make decisions which shape the council budget as well as the practice, strategies, plans and policies of the council. You have to make sure that the relevant equality implications are considered and so need to have sufficient information to satisfy our legal requirement to pay 'due regard' to equality. Since public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act, our impact assessment tool also considers the potential impact our decisions could have on human rights – Equality and Human Rights Impact Assessment (EHRIA).

EHRIA forms are included in the agenda pack, and this is important as it ensures that the impact of any proposals being considered by the Committee is clear at the point of decision making. These are included at the back of the report, as an appendix. Committee members should feel able to ask questions of report authors in relation to EHRIA forms, including questions about why an impact assessment has not been carried out / is not included.

There is an onus on elected members to make sure that EHRIAs are robust and give appropriate weighting in decision-making processes. In recent guidance from the Equality and Human Rights Commission, relevant case law examples show the Courts stating that, the public authority had to demonstrate that it had paid 'due regard' to its equality obligations.

Policies and practices should be assessed for impact across the three parts of the public sector duty (eliminate unlawful treatment, advance equality of opportunity and foster good relationships).

These duties do not prevent us from taking many difficult decisions such as reorganisations and relocations, redundancies, and service reductions, nor do they stop us from making decisions, that may affect one group more than others. Whilst we have a duty to involve groups of people who have protected characteristics, this does not give them the right of veto regarding any of our budget proposals or other council decisions.

What the equality duties do is enable us to demonstrate that we are making decisions in a fair, transparent and accountable way, considering the needs and the rights of different members of our communities.

The EHRIA will allow you to see that people with protected characteristics are enjoying equal access to our services, and where they are not, or are over/under-represented, or are not getting as good a service, the EHRIA gives the opportunity to do something to resolve the situation.

The equality target groups, or people with protected characteristics, include age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

The sort of questions to ask yourself as you read an EHRIA might include:

- How might the proposal impact on ethnic minority communities, including Gypsy / Travellers?
- How might the proposal impact on people with a disability?
- Would the impacts on women and men or the Transgender community differ?
- Would the proposal affect ethnic minority women and men in the same ways?
- Would the proposal affect women and men with disabilities in the same ways?
- What about age considerations when thinking about impacts?

It is important to remember that the potential impact is not just about numbers. Evidence of a serious impact on a small number of individuals is just as important as something that will impact on many people. You should also think about how individual proposals might relate to one another. This is because a series of changes to different policies or services could have a severe impact on particular protected groups.

The EHRIA is therefore an invaluable tool to assist you in ensuring that the interests of all groups are properly taken into account when difficult choices about resources are required.

A case study on 'Southall Black Sisters – the need to impact assess decisions' is set out below.

Southall Black Sisters (SBS) provides specialist services to Asian and Black Caribbean women, particularly in relation to domestic violence issues.

In June 2007, Ealing council announced proposals to move away from funding particular organisations (such as SBS), towards commissioning services (including domestic violence services) following a competitive bidding exercise.

During discussions about criteria for commissioning domestic violence services SBS had highlighted the adverse impact the criteria could have on pre-existing domestic violence services provided to women from ethnic minority communities, and so an equality impact assessment should be carried out.

Ealing carried out belated impact assessments on proposals before deciding to proceed with the existing domestic violence services commissioning criteria, resulting in two SBS service users launching a judicial review of the decision.

Ultimately, Ealing conceded these submissions and withdrew from the case. However, in an oral judgement, Lord Justice Moses reiterated the importance of undertaking an equality impact assessment, and also the importance of carrying out an impact assessment before policy formulation.

Should you require any help with EHRIAs please contact me at sandrab@aberdeencity.gov.uk or 01224 523039 or Faiza at fnacef@aberrdeencity.gov.uk or 01224 523183.