

ABERDEEN CITY COUNCIL

COMMITTEE	Aberdeen City Council Licensing Board
DATE	15 th April 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Licensing Board Equality Outcomes and Mainstreaming Report
REPORT AUTHOR	Laura McGhee, Solicitor

1. PURPOSE OF REPORT

- 1.1 This report provides the Board with an update on progress achieved at the end of the Licensing Board's Equality Outcomes for 2021-2025 and sets out new draft Equality Outcomes for 2025-2029.

2. RECOMMENDATION(S)

That the Board: -

- 2.1 approves the Equality Outcomes and Mainstreaming Report 2021-2025, Section 6 – Equality Outcomes as a Licensing Board (Appendix 1);
- 2.2 approves the Licensing Board's new draft equality outcomes for 2025-2029 (Appendix 2);
- 2.3 instructs the Clerk to undertake and publish the Board's new equality outcomes for 2025-2029;
- 2.4 notes the progress since publication of the Boards equality outcomes and mainstreaming report of 2021.

3. BACKGROUND

- 3.1 Section 149 of the Equality Act 2010 (the Act) introduced a new Public Sector Equality Duty that applies to all public authorities across Scotland, such as Licensing Boards. The Act brings together the nine protected characteristics into one Act. The Licensing Board therefore must, in the exercise of its functions, have due regard to the need to:-
- Eliminate discrimination, harassment, victimization and any other conduct that is prohibited by or under the 2010 Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 3.2 The protected characteristics as defined by the Act include:-

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (gender)
- Sexual orientation
- Marriage and Civil Partnership (but only in respect of the duty to consciously consider the need to eliminate discrimination, harassment, victimization and other conduct prohibited by the Act.)

3.3 Aberdeen City Licensing Board is a relevant public body under the Act. Therefore, the Board is required to prepare and monitor the progress towards achieving Equality Outcomes in terms of Regulation 4 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The Board published a report, in accordance with its legal duties, on the progress towards achieving the outcomes set for 2021-2025 in 2023.

In terms of the required reporting cycle the Board requires to publish a further report in 2025. This proposed report is attached at Appendix 1, and forms part of Aberdeen City Council's latest Equality Outcomes and Mainstreaming Report 2021-2025.

3.4 Duty to report progress on mainstreaming the equality duty

The Aberdeen City Licensing Board must report on the progress in making equalities integral to their activities. The Licensing Board does this in conjunction with Aberdeen City Council. Aberdeen City Council approved their latest Equality Outcomes and Mainstreaming Report 2021-2025 in March 2025 (subject to approval of the Licensing Board, where appropriate). It is intended that Aberdeen City Licensing Board will continue to work jointly with Aberdeen City Council in progressing equalities over the next four years.

3.5 Licensing Board Equality Outcomes 2025 - 2029

The Aberdeen City Licensing Board must set new Equality Outcomes for the next four-year period. The new Equality Outcomes proposed for the next four years are set out at Appendix 2.

3.6 Next Steps

Following approval, Aberdeen City Council's latest Equality Outcomes and Mainstreaming Report 2021-2025 will be published by 30th April 2025.

A further report on how the Board is progressing towards achieving the new Equality Outcomes set for 2025-2029 will be presented to the Board by April 2027 in terms of the next reporting cycle.

4. APPENDICES

- 4.1 Appendix 1 - Equality Outcomes and Mainstreaming Report 2021-2025, Section 6 – Equality Outcomes as a Licensing Board;
- 4.2 Appendix 2 – Equality Outcomes and Mainstreaming Report 2021-2025, Section 8.4 - Proposed draft outcomes as a Licensing Board (2025 – 2029)

5. REPORT AUTHOR CONTACT DETAILS

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