

Appendix F

Equality Impact Assessment



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Equality Impact Assessment and Consultation

Approved

Approved by Johnston Annemarie

Equality Impact Assessment

Introductory Information

Reference number
282

Proposal type
 Budget Project

Project name
Sexual Entertainment Venue Renewal Application – Spearmint Rhino

Decision Type

Type of decision

- Cabinet
- Cabinet Committee (e.g. Cabinet Highways Committee)
- Leader
- Individual Cabinet Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member
Scott Jack (LAB-CLLR)

Entered on Q Tier
 Yes No

Year(s)

EIA date
02/05/2018

EIA lead
Johnston Annemarie

EIA contact
Craig Harper

Lead officer
Craig Harper

Lead Corporate Plan priority
Thriving Neighbourhoods and Communities

Portfolio, Service and Team**Cross Portfolio**

Yes No

Portfolio

Place

Place service(s)

Business Strategy and Regulation

Place team(s)

Licensing

Is the EIA joint with another organisation (eg NHS)?

No Yes

Brief aim(s) of the proposal and the outcome(s) you want to achieve

On the 6th April 2010, the Policing and Crime Act 2009 came into force, amending Schedule 3 of the Local Government (Miscellaneous Provisions) Act 1982. Sexual Entertainment Venues were added as a category of establishment, enabling local authorities to regulate (administer and enforce) such premises.

On the 10th April 2018, the Licensing Authority received an application for a sexual entertainment venue, under the trading name, Spearmint Rhino. Spearmint Rhino provides entertainment in the form of lap-dancing in booths, pole dancing on stage, stage strip-tease and anything of a like kind. Performances are undertaken by both male and females; however, it is understood that the majority of performances are by females for males.

The Council recognises that Parliament has made it lawful to operate sexual entertainment venues and that such businesses are a legitimate part of the recreation, entertainment and night-time economy and provide an additional appeal to residents, tourists, visitors and the students that attend the two universities. It is the City Council's role as the Licensing Authority to regulate such premises in accordance with the law, and doing so will aim to promote:

- High Management Standards
- Public safety of staff, performers and patrons
- Safeguarding of staff, performers and patrons
- Safeguarding vulnerable persons in the locality

Applicants making an application for a sexual entertainment venue licence are expected to have read the Council's Sex Establishment Policy in conjunction with relevant pieces of legislation before making such an application. The policy, legislation and other such relevant materials will be considered and referred to when the Council is making a decision on applications, renewals and other such matters that are relevant.

Valid objections to the application will be considered by the Licensing Sub-Committee at the hearing to consider the application. Applicants and objectors will be given an equal opportunity to state their case in accordance with the Licensing Committee's procedure for hearings.

The outcome of the process is that the application will be decided on its own merits, with the Licensing Committee ensuring all relevant factors are considered and given proper attention. The Licensing Authority will give clear reasons for its decision.

It is important to note that within this EIA the term 'customer' is not limited to customers who may visit the premises, it has a wider meaning, and relates to any and all persons that may be impacted - the general public.

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these - positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Overview (describe how the proposal helps to meet the Public Sector Duty outlined above), Supporting Evidence (Please detail all your evidence used to support the EIA)

The Local Government (Miscellaneous Provisions) Act 1982 (as amended) and the Sex Establishment Policy provides a framework to assist applicants and decision makers in making a decision and considering applications, ensuring all relevant factors are given proper attention.

The Sex Establishment Policy was approved by the Sheffield City Council's Licensing Committee on 23rd November 2017 and came into effect on 1st January 2018.

The policy, which guides but does not cement decision making, includes a clear and unequivocal commitment to meet the Public Sector Equality Duty in the exercise of all functions under the Act. The policy is intended to be a key means of facilitating compliance with all of the Council's obligations, including the Equality Act 2010, Human Rights Act 1998, Provision of Services Regulations 2009 and the Crime and Disorder Act 1998.

The Equality Act legally protects people from discrimination in the workplace and wider society. This includes the Public Sector Equality Duty (PSED), which means that the Council must thoroughly consider, in the discharge of its licensing functions, the need to:

- promote equality of opportunity;
- eliminate unlawful discrimination, harassment and victimisation;
- promote good relations.

This applies to the consideration and determination of applications for sex establishments, in this case, Spearmint Rhino.

A detailed Equality Impact Assessment (EIA) was undertaken and kept under review throughout the drafting of the policy and then finalised on publication. This EIA is specific to the application for a Sexual Entertainment Venue - Spearmint Rhino, and seeks to address issues that are explicit to the application being considered.

In order to help facilitate decision makers, Licensing Committee members have undertaken equality and diversity training and will be reviewing their learning on a regular basis to ensure their knowledge and understanding of all matters concerning equality and diversity are at the highest standard to allow them to make decisions.

Impacts

Proposal has an impact on

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Recent evidenced produced by Sheffield Council highlights the potential impact on health and well-being in relation to the sex industry and sexual entertainment venues. For example, there may be impact on the mental health of people working in the venues, with studies (Boo, 2018) indicating that the most prevalent mental health condition are anxiety, depression, PTSD and substance misuse disorders.

Boo, M (2018) also states that "those working in the SEV industry and wider sex industry face high levels of workplace violence, including physical violence and sexual violence. Regulation of such workplaces should include health and safety measures to reduce the risk of violence to staff".

Literature reviewed by Boo (2018) highlight the potential for customers of SEVs to demonstrate undesirable characteristics such as binge drinking, drug use, loitering, noise and other anti-social behaviour. Also that customers may be viewed as threatening and risky. However, there is no evidence of a contribution to crime and disorder - in so much that South Yorkshire Police (who are invited to make comments as part of the application) have never and continue not to make representations in regards the application.

In order to safeguard staff, Spearmint Rhino has in place rules for customers and dancers. Rules and regulations can be found at Appendix C of the report.

Customers

Yes No

Comprehensive Health Impact Assessment being complete

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead

Age

Staff Yes No**Impact** Positive Neutral Negative**Level** None Low Medium High**Details of impact**

There is a potential negative impact whereby persons under the age of 18 are employed or are able to gain work in a self-employed capacity in such an establishment. However, Spearmint Rhino, does not employ, nor does it allow entrance to persons under the age of 18.

The Licensing Authority has not received any substantiated complaints regarding underage access to the premises.

The Safeguarding Children Board has not received any formal complaints relating to persons under the age of 18 accessing the Spearmint Rhino premises for any purpose (to work or as patrons or for any other reason).

Similarly, the Licensing Authority has not received any information from South Yorkshire Police or any other such organisation informing of complaints or issues in relation to access to the premises by persons under the age of 18.

The Licensing Authority has carried out quarterly inspections at the premises over the last 12 months and no issues in relation to age have been identified. During these inspections, Spearmint Rhino have demonstrated compliance with all conditions attached to their licence.

Boo, M (2017) states that "Evidence suggests that most people start work in Sexual Entertainment Venues under the age of 25 (73.5%), with the average age of entry into the sex industry being 23 years. Students are a key source of temporary labour for SEV's, particularly undergraduates and part-time students. Financial pressure is the main driving force for entering the industry including student debt, debt from benefit changes, and broader economic pressures. However, those working in the industry also perceived relatively high pay, shorter hours and job flexibility as positive factors compared to other employment sectors such as retail."

Customers Yes No**Impact** Positive Neutral Negative**Level** None Low Medium High**Details of impact**

In Sheffield, the age group that has increased the most from 2001 to 2011 is the 16-24 group; 16.7% of our population is in this group. The factors which are having the most impact on this changing city profile are increasing numbers of university students and the inward migration of households with young families.

A negative impact may be realised whereby operators of such premises allow access to persons under the age of 18. However, Spearmint Rhino, does not employ, nor does it allow entrance to persons under the age of 18.

There are premises and other establishments within the local vicinity that cater for a younger audience, such as the Students' Union Hub and other such university buildings. It maybe that the proximity of the premises could have a negative impact on the young people that attend these premises; however, the operational hours of these premises differ to those of the establishment in question. The majority of these premises are not substantially used by persons solely under the age of 18.

Boo, M (2017) writes that "students were also key consumers of SEV and sex industry services and debt and illicit drug use were predictive of consumption."

Furthermore, Boo, M (2017) writes that "there is a reasonable consensus of sensitive land use where SEV's would not be appropriate which includes residential areas, near schools, near universities or colleges, near religious sites, near shops or high streets, sexual trauma services amongst other places. Where land use changes there may be no longer be "fit"". Representations received during the consultation period indicate that the area in which Spearmint Rhino is located is changing, this includes the expansion of Sheffield Hallam University, which can be evidenced by representation 11 in the report pack.

The Licensing Authority has not received any complaints regarding underage access to the premises.

Similarly, the Licensing Authority has not received any information from South Yorkshire Police, Sheffield Safeguarding Children's Board or any other such organisation informing of complaints or issues in relation to access to the premises by persons under the age of 18.

The Licensing Authority has carried out quarterly inspections at the premises over the last 12 months and no issues in relation to age have been identified.

Where the premises should advertise or exhibit inappropriate materials and/or such articles on the premises, in premises windows, on walls or in the immediate surrounding areas, there may be seen to be a negative impact.

Disability

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There is a potential negative impact on people with a disability if the licensed premises does not meet the standards and make reasonable adjustments to the physical barriers to access throughout the building.

Due to this being a renewal application, the Council's Health Protection Service (Health and Safety) will have already worked with and advised the applicant regarding accessibility to the premises in line with the Equalities Act 2010.

The Licensing Authority is unaware of any substantiated complaints received in relation to the treatment of disabled people or in relation to the access to the premises of disabled people.

Disability encompasses a wide range of factors as set out under the Equality Act definitions. There may be impact on the mental health of people working in the venues, with studies (Boo, 2018) indicating that the most prevalent mental health condition are anxiety,

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There is a potential negative impact on people with a disability if the licensed premises does not meet the standards and make reasonable adjustments to the physical barriers to access throughout the building.

Due to this being a renewal application, the Council's Health Protection Service (Health and Safety) will have already worked with and advised the applicant regarding accessibility to the premises in line with the Equalities Act 2010.

The Licensing Authority is unaware of any substantiated complaints received in relation to the treatment of disabled people or in relation to the access to the premises of disabled

Pregnancy/Maternity

Staff

Yes No

Customers

Yes No

Race

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Sheffield is a diverse city and the ethnic profile continues to change. The proportion of residents classifying themselves as BME has grown from 11% in 2001 to 19% in 2011. BME adults make up 17% of the population.

The Licensing Authority is unaware of the make-up of staff who work within the premises, and there is no expectation for Spearmint Rhino to record this.

Boo, M (2017) states that "there is a consensus in the literature that sex trafficking is conflated with commercial sex work against the best available evidence. Although the prevalence of trafficking for sex work is high at around 25%, the majority of those trafficked globally are in domestic and agricultural roles. However, 92% of prosecutions for trafficking are for sex trafficking."

However, there have been no evidential links between sex trafficking and the premises, as we are not aware of any specific issues and we have not received any information related to this in relation to this venue.

Comments, objections and other such information received in conjunction to representations to past applications have not highlighted or brought about negative connotations in relation to Race.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Sheffield is a diverse city and the ethnic profile continues to change. The proportion of residents classifying themselves as BME has grown from 11% in 2001 to 19% in 2011. BME adults make up 17% of the population.

There is no breakdown of ethnicity of direct customers, and we have no evidence from particular ethnic communities in relation to potential impact in the city.

Comments, objections and other such information received in conjunction to representations to past applications have not highlighted or brought about negative connotations in relation to Race.

Religion/Belief**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

In the 2011 Census, 53% of Sheffield people said they were Christian, 31% had no religion and 8% were Muslim. We recognise that Sexual Entertainment Venues are such that they may offend or are contrary to certain faiths and beliefs.

However, the Council recognises that Parliament has made it lawful to operate sexual entertainment venues and that such businesses are a legitimate part of the leisure industry. It is the Council's role as the Licensing Authority to set policy and regulate such premises in accordance with the law. This particular EIA is in relation to a licensing application within the context of the current policy.

There is reasonable consensus of sensitive land use where SEVs would not be appropriate which includes near religious sites. The Licensing Authority is not aware of any religious buildings in the immediate vicinity of the premises, however, representation from Sheffield Hallam University (objection 11) refers to Spearmint Rhino being sited near to the university's Prayer Rooms and Multi-Faith Chaplaincy which attracts "a large number of students seeking a place of worship, spirituality, meditation or reflection, including Muslim Prayer Rooms".

Paragraph 3.23 of the Home Office guidance on licensing for sexual entertainment venues states explicitly that "objections should not be based on moral grounds/values and local authorities should not consider objections that are not relevant to the grounds set out in paragraph 12".

Sex

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

In past and present applications the Licensing Authority have received representations submitted by action groups, interested parties and members of the public, that contend that sexual entertainment venues contribute to the "normalisation of the sexualisation and objectification of women".

Women's groups such as Object and the Fawcett Society have led campaigns against lap-dancing, arguing that limiting SEV's will help to improve gender equality by reducing the objectification of women (Colosi, 2013).

Perspectives to be considered include:

- In the long term, the closure of lap dancing clubs will result in the unemployment of women, particularly problematic in a time of recession, leading to issues of poverty where ex-dancers are unable to find employment (Colossi, 2013).

- Additionally, Colosi (2013) states that "this also risks pushing the stripping industry underground, with more women opting to work in unregulated environments as erotic dancers, where the physical dangers can be considerable" (p.9).

- Working in a regulated environment that is subject to controls, licence conditions and visits from different organisations, including, but not limited to, the Licensing Authority, Police, Health Protection, Trading Standards etc. may have an increased positive impact for staff.

- As part of the Sex Establishment Policy consultation (2017), the views of female performers at Spearmint Rhino were sought. In the main, the results reveal that the vast majority of dancers work in Spearmint Rhino to earn extra money, and enjoy the flexibility in hours. The results also reveal that dancers feel safe and that the management and security staff are approachable should issues arise. The Licensing Authority has carried out quarterly inspections over the past 12 months and no issues have been raised in this regard.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There is a potential and perceived negative impact on women. In the past, and at this present time, the Licensing Authority has received representations submitted by interested parties and individuals, contending that sexual entertainment venues contribute to the "normalisation of the sexualisation and objectification of women".

Additionally, past comments have also highlighted similar concerns to those raised in previous objections. These include:

- objectification of women
- gender inequality
- that SEV's are part of the sex industry and not retail and leisure
- the meaning of moral objections
- sexual harassment and violence against women and girls in Sheffield.

Women's groups such as Object and the Fawcett Society have led campaigns against lap-dancing, arguing that limiting SEV's will help to improve gender equality by reducing the objectification of women (Colosi, 2013). However, Colosi (2013) argued that: "This view is far too simplistic. In the long term, the closure of lap dancing clubs will result in the unemployment of women, particularly problematic in a time of recession, leading to issues of poverty where ex-dancers are unable to find employment". (p.9).

Additionally, Colosi (2013) states that "this also risks pushing the stripping industry underground, with more women opting to work in unregulated environments as erotic dancers, where the physical dangers can be considerable" (p.9).

There is no legislative bar or policy objective preventing a sexual entertainment venue being predominantly male in its workforce, or being visited primarily by females - sexual entertainment venues are open to all sexes. Spearmint Rhino holds both female and male nights and is visited by both male and females - there is no bar to entry for either sex, save those under the age of 18. However, the consensus in the literature is that the overwhelming majority of those working in the sex industry including SEVs are women, and that the majority of customers are men (Boo, 2018).

The Licensing Authority has carried out quarterly inspections over the past 12 months and no issues have been raised in this regard.

The literature review collated by Boo (2018) indicates that although SEVs were not a major cause of distress for local residents, a significant minority claim to always avoid walking near such venues. Women were significantly over represented in this group.

The Council recognises that Parliament has made it lawful to operate sexual entertainment venues and that such businesses are a legitimate part of the leisure industry. It is the Council's role as the Licensing Authority to set policy and regulate such premises in accordance with the law. This particular EIA is in relation to a licensing application within the context of the current policy.

Sexual Orientation

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Although there is no detailed local data, based on national government estimates there is approx 5-7% of people who are lesbian, gay or bisexual - 28,000 to 39,000 LGB people in the city (see LGBT Community profile).

Information provided by Spearmint Rhino states that patrons do include the LGBTQ community. However, there is no evidence to show a disproportionate impact on this group.

Transgender**Staff** Yes No**Customers** Yes No**Impact** Positive Neutral Negative**Level** None Low Medium High**Details of impact**

There is no specific local data, however the Gender Identity Research and Education Society estimates that about 0.6% of people are trans, so approximately 3000 people in the city (see LGBT Community Knowledge profile).

The application makes no specific reference to transgender issues, it is realised that there is no bar to legal entry, save that for those under the age of 18.

There is no perceived disproportionate impact in regards to this characteristic.

Voluntary/Community & Faith Sectors**Staff** Yes No**Customers** Yes No**Impact** Positive Neutral Negative**Level** None Low Medium High**Details of impact**

There may be a potential negative impact due to the potential proximity to sensitive buildings/premises e.g. hospitals; mental health or disability centres; places of religious worship, including churches, mosques, temples, synagogues and other places of religious worship.

The Licensing Authority is aware of buildings in close proximity to the premise, which include, but are not limited to:

- Sheffield Hallam Students' Union
- Site Gallery
- Other such buildings of a sensitive nature

Representation from Sheffield Hallam University (objection 1.1) refers to Spearmint Rhino being sited near to the university's Prayer Rooms and Multi-Faith Chaplaincy which attracts "a large number of students seeking a place of worship, spirituality, meditation or reflection, including Muslim Prayer Rooms".

The Licensing Authority is also aware that the premises is located within the Cultural Industries Quarter.

There is no bar to legal entry for people of a particular voluntary, community or faith organisation/sector at any time. However, the literature review collated by Boo (2018) indicates that although SEVs were not a major cause of distress for local residents, a significant minority claim to always avoid walking near such venues. Women were significantly over represented in this group.

Cohesion

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

It is the belief of some people that sexual entertainment venues contribute towards a decline in societal cohesion, and that such premises objectify women.

It is also the belief that sexual entertainment venues contribute towards prostitution and/or crime and disorder. However, there is no evidence in Sheffield - in so much that South Yorkshire Police (who are invited to make comments as part of the application) have never and continue not to make representations in regards the application.

The Licensing Authority notes that it is lawful to operate such businesses.

The Sheffield Safeguarding Board has confirmed that no complaints have been made in relation to the premises.

See Section on Sex with regard to impact on women.

Partners

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Supporting Documentation

Cumulative impact

Proposal has a cumulative impact

Yes No

Cumulative impact

Across a Community of identity/interest

Details of cumulative impact

There is a potential and perceived negative impact on women. In the past, and at this present time, the Licensing Authority has received representations submitted by interested parties and individuals, contending that sexual entertainment venues contribute to the "normalisation of the sexualisation and objectification of women".

Proposal has geographical impact across Sheffield

Yes No

Details of geographical impact across Sheffield

City Centre location

Local Partnership Area(s) impacted

All Specific

Action Plan and Supporting Evidence

Action plan

Age

Legislation and licence conditions stipulate that no performer under the age of 18 may perform at the premises; similarly, no person under the age of 18 may be employed at the premises in any capacity.

In the event the licence is renewed, access to the premises will be prohibited to those under 16 years of age. The Local Government (Miscellaneous Provisions) Act 1982 and the Licensing Act 2003 (the premises also holds a licence in this regard) legislate in this regards.

Mandatory conditions, already in place, prohibit advertising etc. outside of the premises without the prior consent of the Council; this includes the prohibition of external signage outside the premises whilst the premises is closed.

The Licensing Authority carries out quarterly inspections at the premises. In order to safeguard staff, Spearmint Rhino has in place rules for customers and dancers. Rules and regulations can be found at Appendix C of the report.

Disability

The Council will do everything possible to ensure premises are conforming to the Equality Act 2010 in relation to disability. The Council has undertaken quarterly checks over the past 12 months and has not had any cause for concern.

The Equality Act 2010 states that reasonable adjustments should be made in order that disable people can access such places that are ordinarily accessible by the public. Spearmint Rhino as a Sexual Entertainment Venue falls under this category.

The Licensing Authority will encourage licensees to:

- use an equality policy to help them check that they have thought about equality in the way they plan what they do and how they do it
- provide equality training to make sure they know the right and wrong ways to behave

The Licensing Authority may also encourage applicants to make themselves aware of their duties under the Equality Act 2010 and provide facilities so as to enable the support for workers and admission of disabled people. A disabled person in this sense would mean a person with a physical and/or mental impairment.

Pregnancy/Maternity

As far as the Council is aware, there are no issues in this area and we have not received any information related to this characteristic.

Race

To help mitigate any potential negative impacts, the Licensing Authority will administer and enforce the licensing regime in accordance with the law.

Religion/Belief

The Licensing Authority is not aware of any religious buildings in the immediate vicinity of the premises other than those highlighted in Sheffield Hallam University's representation (objection 11).

The Act permits that applications can be refused whereby they would be inappropriate having regard to the character of the relevant locality and where the grant would be inappropriate having regard to other premises in the vicinity. In this regard, the Sex Establishment Policy states that the Licensing Authority will have regard to premises that are sited near properties which are sensitive for religious purposes e.g. synagogues, churches, mosques, temples.

The law pertaining to the licensing of sexual entertainment venues empowers the local and wider community to be involved in the licensing process and provides the ability to raise representations in respect of applications, specifically in regard to location.

Sex

It is recognised that there may be a disproportionate negative impact on women, however, the Licensing Authority will ensure a regulated environment that is subject to controls, licence conditions and visits from different organisations, including, but not limited to, the Licensing Authority, Police, Health Protection, Trading Standards etc.

In order to safeguard staff, Spearmint Rhino has in place rules for customers and dancers. Rules and regulations can be found at Appendix C of the report.

Voluntary/Community & Faith Centres

The Licensing Authority is aware of premises of a sensitive nature within Sheffield City Centre; however, it is for Members to determine the level of impact of these premises - attention should be paid to character of the relevant locality contained in the Sex Establishment Policy, in that:

The Licensing Authority will have regard to, but not limited to, the following:

- (a) the fact that the premises are sited in a residential area;
- (b) the premises are sited near shops used by or directed to families or children, or on frontages frequently passed by the same;
- (c) the premises are sited near properties which are sensitive for religious purposes e.g. synagogues, churches, mosques, temples;
- (d) the premises are sited near premises or areas which are sensitive because they are frequented by children, young persons or families, including but not limited to educational establishments, leisure facilities such as parks, libraries or swimming pools, markets and covered markets;
- (e) the premises are sited near places and or buildings of historical/cultural interest and other tourist attractions.
- (f) the premises are sited near civic buildings.

The Council will consider the extent of the relevant locality on a case by case basis taking into account the particular circumstances of each case. However, the Council will not seek to define locality as the whole of the Council's administrative area or on a ward by ward basis.

Cohesion

The Licensing Authority notes that it is lawful to operate sexual entertainment venues. The Licensing Authority's role is to administer the licensing regime in accordance with the law. The law empowers people and the community to be involved in the licensing process by way of being able to make representations to applications.

The Sex Establishment Policy pays particular attention to the character of the relevant locality when considering an application and will take into account the proximity of various types of premises.

Supporting Evidence (Please detail all your evidence used to support the EIA)

Documents in the writing of this EIA are listed below.

Sheffield City Council's Sex Establishment Policy

Boo, M (2017). Sex Industry and Sexual Entertainment Venues and health evidence summary

Colosi, R. (2013). Over 'Sexed' Regulation and the Disregarded Worker: An Overview of the Impact of Sexual Entertainment Policy on Lap-Dancing Club Workers. *Social Policy and Society*, 12(2), 241-252.

Kolvin, P. (2010). Sex Licensing. Institute of Licensing, 2010.

Office, H. (2010). Sexual Entertainment Venues.

Sanders, T., Hardy, K., & Campbell, R. (2015). Regulating Strip-Based Entertainment: Sexual Entertainment Venue Policy and the Ex/Inclusion of Dancers' Perspectives and Needs. *Social Policy and Society*, 14(01), 83-92.

Whur, P. (2011, March 3). Close Encounters. Retrieved 05 15, 2017, from Local Government Lawyer: http://www.localgovernmentlawyer.co.uk/index.php?option=com_content&view=article&id=6002:close-encounters&catid=61:licensing-article

Sheffield City Council Licensing Authority Complaints Database

South Yorkshire Police

Sheffield Children's Safeguarding Service

Sheffield City Council Community Knowledge Profiles

Consultation

Consultation required

Yes No

Consultation start date

10/04/2018

Consultation end date

19/06/2018

Details of consultation

The application has be dealt with in line with legislative requirements as set out in the Local Government (Miscellaneous Provisions) Act 1982 (as amended).

This consultation process involves the following and allows representations to made in respect of the application:

The applicant must, within seven days after the date of the application, publish an advertisement in a local newspaper circulating in the local authority's area.

The applicant must display a notice of the application on or near the premises where it can be conveniently read by the public. The notice must be displayed for 21 days starting with the date of application.

The applicant must send a copy of the application to the Chief Officer of Police no later than seven days after the date of the application.

Are Staff who may be affected by these proposals aware of them

Yes No

Are Customers who may be affected by these proposals aware of them

Yes No

If you have said no to either please say why

Summary of overall impact

Summary of overall impact

The Licensing Authority realises that sexual entertainment venues are legally in existence by Act of Parliament and it is lawful to operate these. In order to safeguard staff, Spearmint Rhino has in place rules for customers and dancers.

Overall it is considered that there may be some potential negative equality impacts, in particular regarding young people, women and community cohesion. This is due to the location of the premises and its proximity to premises that are frequented by young and vulnerable adults. To help mitigate any potential negative impacts, the Licensing Authority will administer and enforce the licensing regime in accordance with the law.

Summary of evidence

See above.

Changes made as a result of the EIA

Escalation plan

Is there a high impact in any area?

Yes No

If there is a high impact this EIA will be escalated to Adele Robinson for corporate consideration

Overall risk rating after any mitigations have been put in place

High Medium Low None

Review date

Review date

19/06/2018

If a review date is specified, it will appear in the 'Upcoming Reviews' view when the EIA review is within 30 days.

Approved