

## APPENDIX 1

### THE EQUALITY AND WELL – BEING IMPACT ASSESSMENT - ADOPTION OF A SYSTEM TO REGULATE SEX SHOPS

In accordance with the 2010 Equality Act, this report has considered the equality and well-being impact of the proposal as follows:

Race: No impact identified

The Welsh Language: No impact identified

Disability: No impact identified

Gender: Positive impact identified. A substantial number of women work in sexual entertainment venues. The licensing procedure will mean that these establishments are regulated, which will assist to tackle any immoral or illegal employment practices (e.g. modern slavery), that this cohort of workers would be more likely to be exposed to in these posts. One responder noted that regulating sex establishments could possibly have a positive impact on reducing violence against women.

Age: Positive impact identified. In general, young adults would be most likely to work as performers in sexual entertainment venues. The licensing procedure will mean that these establishments are regulated, which will assist to tackle any immoral or illegal employment practices (e.g. modern slavery), that this cohort of workers would be more likely to be exposed to in these posts. In addition, a licensing procedure will enable the Licensing Authority to prevent such establishments in sensitive locations (e.g. near schools), thus assisting to protect the most important cohort in our society by protecting children from harm; and ensuring that conditions are imposed on licences to prevent access to young individuals.

Sexual orientation: No impact identified.

Religion or belief: Positive impact identified. A licensing procedure will enable the Licensing Authority to prevent such establishments in sensitive locations (e.g. near places of worship), thus helping to reduce a detrimental impact on the religious practices of individuals.

Gender reassignment: No impact identified.

Pregnancy and maternity: No impact identified.

Marriage and civil partnership: No impact identified; although one responder was of the opinion and noted that sex is a sign of love in a relationship and that it was not something to exploit in a business.

The proposal will give the Licensing Authority an opportunity to promote equal opportunities and the socio-economic duty, by establishing a procedure where establishments are regulated and have to operate lawfully.

Observations were received from some responders, noting that the proposal gave an opportunity to regulate a safe space for individuals from the LGBTQ+ community

As no negative impact has been identified, it is recommended to proceed with the proposal.

#### 1. in terms of Well-being:

In accordance with the recommendations of the Well-being of Future Generations (Wales) Act 2015, this report has considered the principles of the legislation, and specifically the concept of the five ways of working as shown below:

Long term - Once a decision is made to adopt, a permanent procedure will be in place that will enable the licensing and regulation of sex establishments across the county. In the long term, this will contribute to the responsible planning of such establishments, and thus contribute to more

responsible attitudes and respect towards the protection of our communities and an understanding of the need to consider the impact on others.

Prevent - Adoption will enable the Council to keep control of establishments of this nature, helping to prevent any social harm deriving from them or activities that would enable modern slavery.

Integration - The consultation process addresses the features of a number of organisations (Gwynedd Council, the Police, community and town councils, the county's residents in general, the sex establishment industry). It will also contribute towards the objectives of the Police in terms of tackling modern slavery and the Council's ambition of seeing communities that succeed and thrive.

Collaboration - Any decision to adopt would be as a result of a consultation with the above.

Inclusion - A public consultation will take place before a final decision is made on the matter.

This equality assessment has been reviewed and updated following the public consultation, and before reporting back to the meeting on the 13 September 2021 of the General Licensing Committee for the second time. The updated parts are underlined.