

## Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Regulation of acupuncture, tattooing, semi-permanent skin-colouring, cosmetic piercing and electrolysis.			
The main objective of the service listed above and who it is intended to benefit from it:	Customers utilising services in businesses within the borough. The objective is to regulate hygiene standards within businesses in Gedling Borough operating in this sector.			
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> <li>• External (e.g. stakeholders, residents, local businesses etc.)</li> <li>• Internal (staff)</li> </ul>				
Please use only 'Yes' where applicable		<b>Negative</b>	<b>Positive</b>	<b>Neutral</b>
<b><u>Gender</u></b>	External		YES-introduces minimum standards to protect health of customers	
	Internal			YES –neutral position. Some staff may use services in the borough that are regulated many do not live locally or may not use services. Neutral position.

<b><u>Gender Reassignment</u></b>	External			YES – neutral impact, neither positive or negative.
	Internal			YES – neutral impact, neither positive or negative.
<b><u>Age</u></b>	External		YES – some older stakeholders may benefit from regulated services for micro-blading, semi permanent makeup or tattoo removal. Tattoos are increasingly popular with young adults, improved regulation and minimum standards will help protect this group.	
	Internal			YES neutral impact, neither positive or negative.

<b><u>Disability</u></b>	External			YES neutral impact, neither positive or negative.
	internal			YES neutral impact, neither positive or negative.
<b><u>Race</u></b>	External			YES neutral impact, neither positive or negative.
	Internal			YES neutral impact, neither positive or negative.
<b><u>Race &amp; Ethnicity</u></b>	External			YES neutral impact, neither positive or negative.
	Internal			YES neutral impact, neither positive or negative.
<b><u>Sexual Orientation</u></b>	External			YES neutral impact, neither positive or negative.
	Internal			YES neutral impact, neither positive or negative.
<b><u>Religion or Belief (or no Belief)</u></b>	External			YES neutral impact, neither positive or negative.
	Internal			YES neutral impact, neither positive or negative.
<b><u>Pregnancy &amp; Maternity</u></b>	External			YES neutral impact, neither positive or negative.
	Internal			YES neutral impact, neither positive or negative.
<b><u>Other Groups</u></b> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)	External			YES neutral impact, neither positive or negative.

Please state the group/s:  	Internal			YES neutral impact, neither positive or negative.
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Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	Adopting the byelaws will enable the council to regulate businesses in the borough which will improve hygiene standards and protect the health of customers and staff across all protected characteristics.  Young people are more likely to have a tattoo or body piercing and this will have a positive impact on them. Older people or people suffering hair loss or requiring tattoo removal are likely to experience a positive impact from this regime.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	The impacts are positive to improve standards and protect health
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes		Due to no responses being received in the consultation limited equalities information has been obtained. As this is a new service the council will need to monitor progress with implementing the regime to ensure there are no adverse equalities impacts.

In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:

Planned Actions	Timeframe	Success Measure	Responsible Officer
To adopt byelaws and implement regime	Summer 2022	Scheme adopted	Food, Health and Housing Manager
To monitor implementation to ensure no adverse equalities impacts.	12 months on from adoption.	Scheme successfully implemented and no issues raised by businesses or customers	Food, Health and Housing Manager

## Authorisation and Review

<b>Completing Officer</b>	
<b>Authorising Director</b>	
<b>Date</b>	
<b>Review date ( if applicable)</b>	