

Equalities and Communities Impact Assessment

Name of Officer/s completing assessment: Paula Skitt/Leigh Chant

Date of Assessment: 24th January 2022

1. What is the proposed Policy (please provide sufficient detail)?

For the purposes of the assessment the term 'Policy' relates to any new or revised policies, practices or procedures under consideration.

Officers propose the adoption of consolidated Model Byelaws under the Local Government (Miscellaneous Provisions Act) 1982 as amended by the Local Government Act 2003 in the South Norfolk Council area. These will require the registration and regulation of persons / premises providing tattooing, semi-permanent skin colouring, cosmetic piercing, electrolysis and acupuncture for the purposes of securing the cleanliness of premises, fittings and persons and where appropriate the sterilisation of equipment used in connection with these businesses. A formal report will seek agreement to the necessary procedures to adopt this consolidated set of Model Byelaws. The council will not be required to develop any new local byelaws, nor to develop or adapt any wording of byelaws since this is already provided in the Model Byelaws.

2. Which protected characteristics under the Equalities Act 2010 does this Policy impact: (indicate whether the impact could be positive, neutral, or negative)

Protected Characteristic	Potential Impact		
	Positive	Neutral	Negative
Age		√	
Disability		√	
Race		√	
Sex		√	
Religion or Belief		√	
Sexual Orientation		√	
Marriage/Civil Partnership		√	
Pregnancy/Maternity		√	
Gender Reassignment		√	

3. Which additional Communities characteristics does this policy impact?

Health		√	
Place inc. Rurality		√	
Low Income and Poverty		√	

3. What do you believe are the potential equalities impacts of this policy?

Please include:

- Partnership organisations worked with in the development of this policy
- Evidence gathered to inform your decision
- Where you have consulted, Who and How this has informed the decision/policy

- Any other groups impacted not detailed above

Note: Impacts could be positive, neutral, or negative and impact groups differently

The report details the reasoning for the adoption of the consolidated byelaws, the activities providing semi-permanent skin colouring or cosmetic piercing are not included in the current byelaws. The byelaws regulate key areas of these businesses regarding the hygiene of the structure and equipment used and the adherence to infection control procedures necessary to protect the health of persons receiving these services.

It is not anticipated that there will be any equalities impacts if South Norfolk Council adopt the consolidated byelaws, all costs are incurred by the person or business carrying out the activity.

5. What do you believe are the potential communities impacts of this policy?

Please include:

- How the policy can meet agreed priorities
- Evidence gathered to inform your decision
- Partnership organisations worked with in the development of this policy
- Where you have consulted, Who and How this has informed the decision/policy
- Any other groups impacted not detailed above

Note: Impacts could be positive, neutral, or negative and impact groups differently

It is not anticipated that the adoption of these byelaws will have any communities impacts, the adoption of these byelaws protects public health by requiring the persons / businesses carrying out these activities to register their activities with the Council. Adherence to the byelaws provides a level playing field for all persons / businesses carrying out these activities as well as protecting public health.

There is a fee for the registration of these persons / businesses, this is a one off registration fee. South Norfolk already registers and charges a fee to the persons / businesses carrying out tattooing, acupuncture, electrolysis and ear piercing. The consolidated byelaws additionally include the registration and regulation of semi-permanent skin colouring (for example micro-blading and semi-permanent micro pigmentation) and cosmetic piercing (piercing of parts of the body other than ear lobes).

The procedure for the adoption of byelaws includes the placing of 2 notices in a local newspaper for at least 28 days before requesting confirmation of the byelaws by the Secretary of State.

6. How is it proposed that any identified negative impacts are mitigated?

Please include:

- Steps taken to mitigate, for example, other services that may be available
- If a neutral impact has been identified can a positive impact be achieved?
- If you are unable to resolve the issues highlighted during this assessment, please explain why
- How impacts will be monitored and addressed?
- Could the decision/policy be implemented in a different way?
- What is the impact if the decision/policy is not implemented?

The purpose of adopting the consolidated byelaws is to protect public health, it does not impact against any protected characteristic in a negative way.

If the byelaws are not adopted then persons /businesses providing semi-permanent skin colouring or cosmetic piercing will remain unregistered and unregulated.

The overriding consideration in the adoption of these consolidated byelaws is the protection of public health.

Signed by evaluator: Leigh Chant

Signed by responsible head of department:

Please send your completed forms to the equalities lead (Victoria Parsons) to be reviewed and stored in accordance with our legal duty.

REVIEW DATE - _____

(See Page 2 for details of reviews. Please send a copy of the reviewed document to Victoria Parsons)