



Equality Impact Assessment

Purpose of the Equality Impact Assessment process:

The Equality Act (2010) introduced the [Public Sector Equality Duty](#) (PSED) requiring public bodies to give due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

Consideration must be given to the protected characteristics covered by the Equality Act (2010). Assessments should consider relevant evidence relating to persons with protected characteristics in relation to assessments of potential impact.

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions (hereafter referred to as 'policy/ decision') do not create unnecessary barriers for people protected under the Act. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised. An EIA is not required for a decision in relation to an individual.

Screening is a short exercise to determine whether a policy/ decision is relevant to equalities, and if so, whether a full EIA should be conducted.

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Section 1: Equality Impact Assessment Screening

Title and description of the policy/decision:	Animal Welfare Licensing Policy
Job title of the person(s) undertaking the assessment:	Lead Officer (Food, Safety and Licensing)
Council service:	Licensing, Public Health and Housing Opt
Date of assessment:	24/10/2025
What are the aims, purposes, objectives and proposed outcomes of the policy/decision?	
<p>The policy sets out the principles the Council will use when dealing with animal related licensing matters. This includes dealing with applications for new licences and issues relating to licensed premises.</p> <p>The policy is designed to ensure that:</p> <ul style="list-style-type: none">any person who carries on, attempts to carry on or knowingly allows a licensable activity to be carried on holds a licence in accordance with the relevant legislationthe licence holder is not disqualified from holding a licence in accordance with the requirements of the relevant legislationthe five overarching principles of animal welfare, (known as the “five needs”) introduced by the Animal Welfare Act 2006 are upheld in any decisionthe safeguarding of any children or vulnerable persons in contact with a licensable activity is ensured, in accordance with the relevant legislationeach application is considered on its own meritsdecisions made by the Council are transparent and consistent	
Who may be affected by the policy / decision?	<ul style="list-style-type: none">Animal-related business owners (applicants and licence holders)Local authority licensing officersVeterinary professionals (involved in inspections)Customers of licensed businessesRegulatory partners
How have stakeholders been involved in the development of the policy/decision? E.g. a consultation exercise	<p>The Licensing Team reviewed the policy and carried out a 6-week consultation. The consultation ran from 1 September 2025 to 12 October 2025. The Licensing Team notified the following parties of the consultation:</p> <ul style="list-style-type: none">All existing animal related licence holders within Mid DevonEnvironmental Health (MDDC)Planning (MDDC)

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	<ul style="list-style-type: none"> • Police • RSPCA • DEFRA • Trading Standards 		
Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/decision?	<p>Yes. The policy itself will be reviewed every 5 years (as standard) and at other times when considered necessary (for example, to reflect significant changes in relevant legislation or guidance). The Head of Housing & Health is authorised to make minor amendments to the policy.</p> <p>Additionally, specific decisions on an application or star rating can be appealed by the relevant party within prescribed times.</p>		
To which part(s) of the Public Sector Equality Duties is the policy/decision relevant:			
	Yes	No	Details
1. Eliminate unlawful discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2. Advance equality of opportunity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3. Foster good relations between different groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Which of the protected characteristics is the policy/decision relevant to?

Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>An applicant will be granted a licence if the Council is satisfied that the licence conditions will be met. In considering this, the Council will consider whether the applicant is a 'fit and proper' person to be the operator of the activity. The term 'fit and proper' is not defined in the legislation or guidance. The policy sets out what will be considered as part of this assessment, and it does not mention age specifically. However, it does mention, amongst other things, that the following issues will be considered:</p> <ul style="list-style-type: none"> • the knowledge, experience, compliance history and ability to

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Characteristic	Positive	Negative	Neutral	Comments
				<p>comply with licence conditions and safeguard the welfare of animals in their care</p> <ul style="list-style-type: none"> • Suitability of management and training arrangements to safeguard and protect any staff and/or members of the public who may be affected by the licensed activity. <p>Each case will therefore be considered on its own merits.</p>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts
Marriage and Civil partnership*	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific impacts

*Applies only to Employment and the duty to give regard to the elimination of discrimination.

Decision by Corporate Manager to recommend this policy/decision for an Equality Impact Assessment?

Yes

If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

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EIA Screening Complete Section 2: Equality Impact Assessment

Evidence and Consultation
What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.
The Councils licensing responsibilities, with regards to animal welfare, originate from legislation (i.e. the Dangerous Wild Animals Act 1976, the Zoo Licensing Act 1981, the Animal Welfare Act 2006, and the Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018). The policies' primary purpose is animal welfare, and it is closely aligned to the Councils statutory responsibilities. The policy has been in effect since 2020 and the Licensing Team are not aware of any equality issues since its adoption. The updated policy has now been subject to a 6-week consultation which ran from 1 September 2025 to 12 October 2025 and no concerns were raised.

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Please complete this table for all the Protected Characteristics. If you have identified any negative impacts you will need to consider how these can be justified or where possible mitigated either to reduce or remove them. (Please add rows where needed)

Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex			
No impacts have been identified in the completion of the assessment.			
Age			
No impacts have been identified in the completion of the assessment.			
Disability			
No impacts have been identified in the completion of the assessment.			
Religion or Belief			
No impacts have been identified in the completion of the assessment.			
Race			
No impacts have been identified in the completion of the assessment.			
Sexual Orientation			

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No impacts have been identified in the completion of the assessment.			
Gender Reassignment			
No impacts have been identified in the completion of the assessment.			
Pregnancy/ maternity			
No impacts have been identified in the completion of the assessment.			
Marriage and Civil partnership (Applies only to Employment and the duty to give regard to the elimination of discrimination)			

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Please provide details of arrangements to monitor and review the policy/decision and any mitigating actions or actions to promote equality:

The Council will review this policy every 5 years and as required to address legislative, regulatory, best practice or operational issues. However, the Head of Housing and Health is given delegated authority to make minor amendments to the policy as required by legislative changes, formal guidance or local operational considerations.

Please state where the EIA will be published (e.g. on the Mid Devon District Council website):

On the Mid Devon District Council website

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Equality Impact Assessment Sign off

For completion by Corporate Manager

Are you prepared to agree and sign off the EIA?

Yes **No**

If "No", provide details of why and next steps:

Name: Simon Newcombe

Job Title: Head of Housing and Health

Date: 03 November 2025