

# Licensing (Hearings) Sub-Committee

## Agenda



**Date:** Wednesday, 30 November 2022

**Time:** 12.30 pm

**Venue:** City Hall College Green, BS1 5TR

### **Distribution:**

**Councillors:** Katy Grant, Jonathan Hucker and Brenda Massey

**Copies to:**

**Issued by:** Norman Cornthwaite, Democratic Services

City Hall, College Green, Bristol BS1 5TR

Tel: 0117 922 2342

E-mail: [democratic.services@bristol.gov.uk](mailto:democratic.services@bristol.gov.uk)

**Date:** Tuesday, 22 November 2022



# Agenda

6. **Urban Tiger, 4 Broad Quay, Bristol, BS1 4DA; Application for the Renewal of a Sexual Entertainment Venue Licence**

**(Pages 3 - 214)**



**BRISTOL CITY COUNCIL  
LICENSING COMMITTEE  
30 November 2022**

**LOCAL GOVERNMENT (MISCELLANEOUS PROVISIONS) ACT 1982  
REPORT ON THE APPLICATION FOR THE RENEWAL OF A SEXUAL  
ENTERTAINMENT VENUE LICENCE MADE BY NIGHTLIFE BRISTOL LTD IN  
RESPECT OF A PREMISES TRADING AS URBAN TIGER, 4 BROAD QUAY,  
BRISTOL, BS1 4DA**

Report of the Director of Growth and Regeneration

**Purpose of Report**

1. To seek consideration of an application for the renewal of a Sexual Entertainment Venue (SEV) Licence in respect of a premises trading as Urban Tiger, 4 Broad Quay, Bristol, BS1 4DA.

**Background**

2. The Council has adopted the Local Government (Miscellaneous Provisions) Act 1982, as amended; therefore, subject to limited exceptions and exemptions, or in the absence of a waiver, premises offering relevant entertainment require a SEV licence to operate in the City of Bristol.
3. There is a presumption in the legislation that applications for a licence will be granted unless there is a statutory ground for refusal. Some refusal grounds require the Council to refuse an application (mandatory grounds for refusal) and some grounds enable the Council to refuse an application but do not require the Council to refuse (discretionary grounds for refusal).
4. Where a licence is granted any standard conditions in regulations made by the Council will automatically be imposed unless expressly excluded or varied by the Council. The Council, through this committee, has made regulations and has also adopted a Control of Sex Establishments policy to facilitate consideration of applications. Guidance is provided to the committee in subsequent paragraphs of this report.
5. The applicant states that relevant entertainment is to be mainly provided by way of:

*“The proposed relevant entertainment is full nude lap dancing, full nude strip tease on stage and fully live stage shows and full nude pole dancing.”*

The proposed relevant entertainment to include live performance, live displays of nudity, male exposure of the pubic area, genitals and anus, female exposure of nipples, pubic area, genitals and anus. A copy of the previous SEV licence is attached for member’s information at **Appendix A**.

6. A copy of the location map is attached as **Appendix B**. A copy of the plan of the premises layout is attached as **Appendix C**.

7. A copy of the logo that is displayed on the premises is attached as **Appendix D**. Copies of the house rules and code of conduct for dancers are attached at **Appendix E** and **F** respectively.
8. Observations and objections

In considering this application the Council must have regard to any observations submitted to them by the Chief Officer of Police and any objections of which notice has been sent to them under Schedule 3, paragraph 10(15) of the 1982 Act, which provides that:

*“Any person objecting to an application for the grant, renewal or transfer of a licence under this Schedule shall give notice in writing of his objection to the appropriate authority stating in general terms the grounds of the objection, not later than 28 days after the date of the application.”*

9. This application was made on the 1 August 2022. The last date for objections was 29 August 2022. No objections were received within that period.

#### 10. Late Objections

It used to be thought that the legal position was that objections could not be received and considered after the statutory deadline in consultation, but case law has now clarified the position that there is discretion to take late objections into account. A late objector cannot require that their objection be taken into account however they do acquire the anonymity that objections properly made would receive. If any late objections were to come forward a copy would be provided to the applicant so that they would be able to make representations regarding whether or not the sub-committee should exercise its discretion to consider them.

No late objection have been received.

#### 11. Observations of the Neighbourhood Enforcement Team.

*The premises were visited by officers of the Council’s Neighbourhood Enforcement Team at approximately 0015 on Saturday 8th October 2022.*

*Full compliance inspection checks were made under the Licensing Act of 2003 and the Local Government (Misc.Provisions ) Act 1982.*

*There were no breaches of premises licence conditions disclosed regarding either the Licensing Act premises licence or the Sexual Entertainment Venue licence. The incidence log book was checked to ensure door staff were logging incidents, along with appropriate number door staff signing in. Information & leaflets as required were on display for performers at the entrance to their changing room, and two other staff areas. Sufficient signage as required under both licence’s was observed by officers throughout the premises.*

*CCTV was checked and dip samples were requested of CCTV footage covering dance areas and performance of dancer. There were no breaches of the licence conditions disclosed. A dip sample was made of performer contracts and all found to be in order.*

#### 12. Observations of the Chief Officer of Police.

At the time of writing no comments had been received from the Chief Officer of

Police.

### 13. Equalities Impact Assessment

The Council's Control of Sex Establishments policy states at paragraph 6 that:

*"...The Council will undertake an Equalities Impact Assessment [EQIA] in respect of each new valid application; the Equalities Impact Assessment will be kept under review and updated at the time of any subsequent application..."*

An EQIA has been completed at is attached at **Appendix G**.

- (a) Before making a decision, section 149 of the Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following "protected characteristics": age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- (i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
  - (ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those do not share it. This involves having due regard, in particular, to the need to:
    - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic.
    - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
    - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
  - (iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to tackle prejudice and promote understanding.
- (b) This duty places an obligation on the Licensing Committee to ensure that the need to promote equality is taken into consideration with regard to every aspect of its decision making. This will include the circumstances of each individual application, the findings of fact once the application has been considered, including the taking into account of any objections and any response the applicant may choose to make.

14. The following paragraphs identify issues that may be considered relevant to the determination of the application. It is not intended to be an exhaustive list but aims to highlight issues that are anticipated to arise in applications for SEV licences, although it should be born in mind that each application must be considered on its own merits.

- (a) Suitability of the applicant

The Council's Control of Sex Establishments policy sets out a number of

discretionary grounds under which a licence can be refused. The application process requires details of any convictions held by the applicant to be made known to the Licensing authority. This requirement is particularly relevant as it is imperative that the licence holder is a suitable person to hold such a licence. Should any SEV licence be granted a set of robust conditions will cover all aspects of the operation, including the protection of workers providing any activity allowed under the licence. In addition to convictions it is equally important to consider whether the applicant has committed any relevant offences, for example breaches of any conditions on licences held under similar regulatory regimes. The applicant's experience is also an important factor as the committee needs to be satisfied of the person's ability to ensure the safety and wellbeing of performers, employees and members of the public. The committee also need to be confident of the applicant's ability to understand and adhere to any conditions imposed should any licence be granted.

(b) Character of the locality

Urban Tiger is located within the area defined in the Control of Sex Establishments policy as the City Centre Locality. On 28 July 2022 the maximum number of sexual entertainment venues in this locality was set at two. Urban Tiger is one of two currently licensed sexual entertainment venues in this locality. The policy is maintained as a key guide to the expectations of the Council in these policy localities but does not undermine or detract from the legal responsibility to receive and consider applications nor the considerations of renewal applications, such as this one, on a case-by-case basis.

This venue is located on Broad Quay close to a main transport hub for the city centre and is in the heart of Bristol's night time economy which attracts higher levels of violent crime than other areas of the city. For this reason, following requests from the police due to the high levels of alcohol fuelled crime, the council has published a Cumulative Impact Assessment, under the Licensing Act 2003, which incorporates this location. Members should consider, on the basis of the application before them, whether this remains a suitable operation at this particular location.

Factors to take into consideration could include the proximity of the premises to to places where the public congregate for purposes other than use of the premises, such as bus stops and taxi ranks, the proposed hours of operation and the impact of the proposal on persons with protected characteristics who may be in the vicinity of the premises bearing in mind the high footfall at this location. A full list of relevant factors is set out in the policy.

(c) The Premises

Members will have had the opportunity to visit the premises and view plans of the layout. The type of operation undertaken at the premises can reasonably be described as a lap dancing club and it would not be unreasonable to assume that the performers at the premises will generally be women. Members are therefore required to have due regard to the duties described above. In particular members should be satisfied that the layout of the premises provides a high level of safety for performers. Of equal importance is the external appearance of the premises. Members need to be satisfied that any frontages are appropriate and do not undermine the duty to foster good relations between persons who share a relevant characteristic and those who do not.

A licence shall not be granted:

- a) to a person under the age of 18; or
- b) to a person who is disqualified by reason of prior revocation of a licence;
- c) to a person, other than a body corporate, who is not resident in an EEA state or was not so resident throughout the period of six months immediately preceding the 4 July 2011;
- d) to a body corporate which is not incorporated in an EEA state, or
- e) to a person who had, within a period of 12 months immediately preceding the date when the application was made, been refused the grant or renewal of a licence for the premises, vehicle, vessel or stall in respect of which the application is made, unless the refusal has been reversed on appeal.

16. These are mandatory refusal grounds. Having considered the information provided through the application process your officers advise that none of these grounds appear to apply in this case. Members should therefore focus their considerations on whether any of the discretionary grounds for refusal arise in respect of this application. These are dealt with in turn in the following paragraphs.

17. Discretionary Grounds of Refusal, paragraph 12(2)(a):

The Council may refuse the grant of a licence on one or more of four statutory grounds which are referred to in the following paragraphs:

Grounds a) and b):

- a) That the applicant is unsuitable to hold the licence by reason of having been convicted of an offence or for any other reason;
- b) That if the licence was to be granted the business to which it relates would be managed by or carried on for the benefit of a person, other than the applicant, who would be refused the grant of such a licence if he made the application himself.

18. The Council's policy identifies a number of factors that the Council may take into account in considering the suitability of such persons, these are set out on page 7 of the policy under the heading 'Discretionary grounds a) and b)' as follows:

*In considering the suitability of those persons referred to in (a) and (b) above the factors the Council may take into account includes:*

- *relevant experience;*
- *relevant criminal convictions;*
- *whether the person has committed relevant offences;*
- *relevant observations or findings by public authorities, including licensing authorities, in connection with the conduct of the person or their ability to manage and control premises;*
- *relevant findings by courts and tribunals in connection with the treatment of protected groups (within the meaning of the Equalities Act 2010)*
- *information germane to the person's ability to, among other things:*
  - *ensure the safety and wellbeing of performers;*
  - *ensure the proper protection of the public;*
  - *ensure the suitability of employees, performers and others using the venue;*
  - *prevent performance by or for those who may thereby be harmed, including minors;*
  - *understand and adhere to conditions imposed on any licence granted and ensure they are observed by others on the premises;*
  - *engage constructively with the Council and other relevant regulators*

19. The application process requires applicants to provide comprehensive information about any convictions and a range of other information that may be relevant to consideration of grounds (a) and (b). In regard to this applicant there is no evidence of convictions deemed to be unspent under the Rehabilitation Of Offenders Act, cautions, discrimination cases or pending allegations at the date the application was made that would cast any doubt on the suitability of the applicant to hold the licence by reason of having been convicted of an offence or for any other reason.

20. Ground (c)

That the number of sex establishments, or of sex establishments of a particular kind, in the relevant locality at the time the application is determined is equal to or exceeds the number which the authority considers is appropriate for that locality.

21. The Licensing Committee has previously found that the relevant locality for the purpose of the Urban Tiger premises is the City Centre locality. The full Licensing Committee has adopted policy on behalf of the Council for the City Centre locality under which the appropriate number of sex establishments, or of sex establishments of a particular kind for the City Centre locality is:

Sex shops – 2

Sex cinemas – 0

Sexual entertainment venues (SEV) – 2

22. There are currently two licensed SEV's in the City Centre locality of which this renewal application is one. The policy on the appropriate number in each locality is maintained as a key guide to the expectations of the Council in each locality. It does not however undermine or detract from the legal responsibility to receive and consider applications nor the considerations of these applications on a case-by-case basis as set out in this policy.

23. Ground (d)

That the grant or renewal of the licence would be inappropriate having regard –

(i) to the character of the relevant locality; or

(ii) to the use to which any premises in the vicinity are put; or

(iii) to the layout, character or condition of the premises, vehicle, vessel or stall in respect of which the application is made.

24. Ground (d)(i)

That the grant or renewal of the licence would be inappropriate having regard to the character of the relevant locality.

At first glance this ground might appear to be a repetition of ground (c) but the committee is reminded that whilst ground (c) decisions concern sex establishments, or sex establishments of a particular kind, generally, ground (d) is concerned with appropriateness of granting the particular licence applied for having regard to the relevant locality.

Accordingly, simply because ground (c) does not apply to a particular application (although as stated above irrespective of the limit set applications must still be considered on a case by case basis), it does not follow that ground (d)(i) cannot arise. This is because, if granting what is sought in this particular application were considered to be inappropriate having regard to the character of the relevant locality, then this ground may be relied upon to found refusal notwithstanding that other types of relevant entertainment, or premises of a different appearance, or in a different part of the relevant locality etc. may not be deemed to be inappropriate in that same locality.

In other words, the test in (d)(i) is focussed on the particular application and its appropriateness in the locality.

25. The adopted policy expects the character of the locality to be considered and the following factors to be taken into account:

- *The size and appearance of the premises*
- *Their proximity to places where the public congregate for purposes other than use of the premises, such as bus stops and taxi ranks*
- *The nature and style of the relevant entertainment that is proposed*
- *The nature of the clientele it is likely to attract and their number*
- *The duration of the proposed licence/activity*
- *The manner in which the relevant entertainment is likely to be managed*
- *The risk of nuisance to others engaged in legitimate activity*
- *The proposed hours of operation.*

26. Ground d)(ii).

The use to which other premises in the vicinity are put.

Members will note that this ground refers to vicinity and not locality. Members will have conducted a site visit prior to considering this report and have the benefit of that together with information in this report and their own local knowledge to help in the consideration of the factors the policy expects to be taken into account in considering this ground, as follows:

Whether premises in the vicinity are put to any of the following uses:

- *residential, in particular homes occupied by families*
- *leisure*
- *educational establishments*
- *churches and other places of worship*
- *family friendly facilities*
- *other sex-oriented/adult premises (whether or not they are licensed/licensable)*
- *youth clubs*
- *women's refuges*
- *community centres*
- *parks and other open spaces*
- *swimming pools*
- *public transport*

27. Ground d)(iii).

That the grant of the licence would be inappropriate having regard to the layout, character or condition of the premises in respect of which the application is made.

The policy expects the following to be taken into account:

- *whether the premises are fit for the purpose proposed*
- *their planning status*
- *the general appearance to others using the locality*
- *whether premises are self-contained*
- *means of access and egress, whether shared with other building users (if any)*
- *accessibility*

- *sightlines*
- *'hidden' areas and other places where effective monitoring may hampered*
- *standard of decoration and "fit –out"*
- *visibility from the street*
- *facilities for smokers*
- *facilities for performers (changing, washing, WC, smoking areas etc) and whether*
- *they are adequately separated from those provided for customers*

## **APPENDICES**

<b>Appendix A</b>	Current Sexual Entertainment Venue Licence
<b>Appendix B</b>	Locality map
<b>Appendix C</b>	Plan of premises
<b>Appendix D</b>	Applicant logo to be displayed on the exterior of the premises
<b>Appendix E</b>	House rules
<b>Appendix F</b>	Code of conduct for dancers
<b>Appendix G</b>	EQIA

## **RECOMMENDED:**

1. The sub-committee determine the application after affording a hearing to the applicant.
2. If members were minded to grant the application, a one year licence is issued to expire on 16 September 2023.

## **LEGAL IMPLICATIONS**

The relevant key statutory provisions are reflected in the main body of the report.

1. The sub-committee should consider whether or not any of the grounds for refusal arise in this case. The report accurately sets out those grounds. It will be a matter of fact and judgment in respect of each ground whether they may be applied in the particular application under consideration. Where a discretionary ground is judged to apply in this application the sub-committee must consider whether or not to exercise its discretion to rely upon that ground (or grounds) to refuse the application. The applicant must be given the opportunity to persuade the subcommittee either that the ground is not available in the particular circumstances of this case or, even if it is, that the council ought not to rely upon it to decide to refuse this application.

2. Subject to acting within the statutory constraints referred to in this report and subject to adherence to the Council's own procedure rules the sub-committee is able to set its own procedure for the conduct of the meeting. As the report makes clear in considering the application the subcommittee must have regard to any observations submitted to the Council by the Chief Officer of Police. The legislation does not impose any time limit on the ability of the Chief Officer to make observations and the Chief Officer of Police is not limited to objecting.

3. The sub-committee must also have regard to any objections of which notice has been sent to the Council under paragraph 8(15) of the Third Schedule to the 1982 Act. The Act requires that an opportunity of appearing before and being heard by a committee or sub-committee must be afforded to an applicant before refusing to renew a licence. There is no requirement to allow objectors to be heard although this may be permitted. Case law makes it clear that in exercising discretion to afford objectors a hearing the Council must consider the risk of unfairness to the applicant. The meeting should be conducted as a hearing of the applicant's case for the grant of a licence and not as an adversarial contest between the opposing views of the

applicants and the objectors. If hearing from objectors the committee must ensure that the applicant's opportunity to deploy all appropriate arguments to the committee remains unimpeded.

It is recommended that before the meeting gets underway the committee chair should set out the arrangements for enabling objectors to address the meeting and for affording a hearing to the applicants. Standing orders should be suspended for this part of the meeting to facilitate this.

4. Case law establishes that an applicant cannot expect that a licence will automatically be renewed. Within the constraints of the grounds for refusal there is a wide margin of discretion. Subject to the obligation to give adequate reasons and to have due regard to its earlier decisions, this subcommittee is entitled to take a fresh look and is not bound in any way by the views of earlier subcommittees. In order to be adequate, reasons would need to be, among other things, intelligible and rational, that is to say properly relevant to the ground or grounds relied upon for refusal. Guidance on the general principles applying will be available to the subcommittee throughout the hearing and during deliberations.

5. The Council is under a duty in section 149 of the Equality Act 2010 to have due regard to the matters set out in relation to equalities when exercising the function of determining this renewal application (Public Sector Equalities Duty). Accordingly Members must have due regard to the need to –

- eliminate discrimination, harassment, victimisation and any other conduct prohibited in relevant equalities legislation;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant characteristic and persons who do not share it.

The protected characteristics are set out in the report

5. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

- (a) Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
- (c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

6. There is no prescribed manner in which the equality duty must be exercised. However, the Council must have adequate evidence to inform its decision making. This can be in various forms, including engagement with the public and interest groups and by gathering details, statistics impact assessments and similar documentary evidence relevant to the statutory function engaged in this regulatory process.

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985**

**Background papers:**

**Application and supporting documents.**

**Contact Officer:**

**Carl Knights, Senior Licensing Officer**

**Regulatory Services**

**Telephone: 01173574900**



**LOCAL GOVERNMENT (MISCELLANEOUS PROVISIONS) ACT 1982**

**Part II Schedule 3  
SEXUAL ENTERTAINMENT VENUE**

**Bristol City Council  
Licensing Team (Temple Street), PO Box 3176, Bristol BS3 9FS**

**Name, (registered) address, telephone number and email (where relevant) of holder of licence:**

Nightlife Bristol Ltd, Murrills House, 48 East Street, Portchester, Fareham, PO16 9XS

**Address of premises:**

Urban Tiger  
4 Broad Quay  
Bristol,  
BS1 4DA

**The licence is granted for one year commencing on: 17 September 2021 (to expire 16 September 2022)**

**Premises Licence Number:** 20/03322/SEV

The licence is granted on the terms, conditions and restrictions set out in the Schedule of Conditions.

**Description of Permitted Relevant Entertainment**

**(Relevant entertainment has the meaning given in the Act and Permitted Relevant Entertainment has the meaning given in regulations referred to in the Schedule of Conditions)**

- (i) Full nude lapdancing, full nude striptease, full nude live stage shows and full nude poledancing.
- (ii) Male and female performers involving full or partial nudity.

**SCHEDULE OF CONDITIONS**

Save where they have been expressly excluded or varied, as particularised in paragraph 1 of this schedule, the licence is granted subject to the terms, conditions and restrictions prescribed by the Authority in regulations ("Standard Conditions") and also to any additional terms, conditions and restrictions set out in paragraph 2 of this schedule.

**Paragraph 1 – Exclusion and variation of Standard Conditions.**

**1.1 Standard Conditions that have been excluded: None**

**1.2 Standard conditions that have been varied: None**

**Paragraph 2 – Additional terms, conditions and restrictions;**

**2.1 Relevant entertainment may only take place on the following days and times:**

Monday to Sunday 21.00 – 04.30 the following day

**2.2 CCTV.**

(i) There shall be clear signage indicating that CCTV equipment is in use and recording at the premises during all trading hours

(ii) If relevant entertainment is specifically provided for an audience of one (for example what is sometimes referred to as a private dance) the camera must be positioned and operated so as to ensure that both parties are clearly identifiable from the captured images.

(iii) All monitors shall be positioned so that customers may not observe images.

(iv) That the CCTV system be modernised/upgraded in accordance with the requirements of Bristol City Council and the Police by end of November 2013.

**2.3** Relevant entertainment shall not include any word, action or imagery that endorses or depicts, or might reasonably be taken as endorsing or depicting, or be promoted as including, any conduct which, if taking place in reality, would amount to a criminal offence; for the avoidance of doubt this imposes a prohibition on any performer being clothed in a school uniform or otherwise attired or presented as being a school student or a child or being promoted as such in any media.

**Signed:**



**Jonathan Martin**  
**Regulatory Compliance Unit manager**

Enclosures

## **City Council of Bristol (The Council)**

### **Regulations prescribing standard conditions applicable to licences for sexual entertainment venues**

Made on the; 25 day of February 2011.

Coming into force on the: 1 day of July 2011

1. The Council makes these regulations pursuant to its power under paragraph 13 of the Third Schedule to the Local Government (Miscellaneous Provisions) Act 1982 (“The Act”).

2. In these conditions

‘Audience’; ‘Sexual Entertainment Venue’; and ‘Relevant Entertainment’; each have the meaning given in the Act .

‘Performer’ means any individual who performs or actively participates in Relevant Entertainment (whether or not they are an employee) and “Performance” and “Performing” shall be construed accordingly.

‘Permitted Relevant Entertainment’ means entertainment falling within the description specified on the licence as being permitted at the licensed premises

‘Relevant Offence’ means

1. An offence under the Local Government (Miscellaneous Provisions) Act 1982 Schedule 3.

2. A sexual offence, being an offence listed in Part 2 of Schedule 15 to the Criminal Justice Act 2003, other than the offence mentioned in paragraph 95

(an offence under section 4 of the Sexual Offences Act 1967 (procuring others to commit homosexual acts));

3. Every Sexual Entertainment Venue Licence granted, renewed or transferred by the Council shall be presumed to have been so granted, renewed or transferred subject to the standard conditions contained in the schedule unless they have been expressly excluded or varied by the Council.

### **Schedule**

A. Only Permitted Relevant Entertainment is authorised under this licence.

B. Permitted relevant entertainment may only take place on those parts of the premises as are identified on the plan annexed to the licence.

C. Relevant entertainment shall not occur in private rooms, cubicles or other enclosed areas. For these purposes a room, cubicle or other area is private unless it is completely open on one side so that activities within may be supervised from the exterior.

D. The Council shall be provided with a Code of Conduct for Performers and Rules to be observed by members of the audience.

E. The Code and Rules referred to in Condition D above shall be brought to the attention of all performers and members of the audience and reasonable measures shall be taken to ensure that they are complied with.

F. 1. At no time during the performance may there be any contact between a performer and a customer. Prior to the performance or at the completion of the performance there may be hand-to-hand payment for the performance.

2. At no time except during the performance may a performer or employee be unclothed. Immediately following the performance, the performer must dress, so that (for example) the performer may not be unclothed when seeking payment for a performance.

3. No performer or employee may at any time (and whether or not performing):

a. sit or lie on the lap or any other part of any customer;

b. kiss, stroke, fondle, caress or embrace any customer;

c. engage in any other contact of a sexual nature with any customer.

4. In these conditions:

a. "customer" means any person visiting the premises other than employees or performers, whether or not they have paid for or intend to pay for services provided;

b. "employee" means any person working at the venue whether under a contract of employment or some other contract;

c. "unclothed" means when breasts and/or genitals and/or anus are fully or partially uncovered.

d. "other contact of a sexual nature" means contact which must reasonably be assumed to be provided solely or principally for the purpose of sexually stimulating the customer.

G. As soon as is reasonably practicable, and in any event within seven days, the Council shall be notified of any material change in the management structure, where a material change means one which is at variance with the information provided in the most recent application for a license, or its renewal or variation as the case may be;

H. No person shall be employed or shall perform at the premises who has unspent convictions for any Relevant Offence;

I. Copies of the license and the conditions applicable to it shall be displayed on the premises in a place where it is likely to be seen by every member of the audience;

J. The licensee shall retain control over all parts of the licensed premises when used for Relevant Entertainment;

K. Customers shall be made aware of any charge for admission to the premises, and of any further charges that may be levied in connection with the provision of Relevant Entertainment, before being admitted to the premises;

L. There shall be no display either upon or outside of the licensed premises (in such a way that it is visible on the exterior) of photographs or other images which indicate or suggest that Relevant Entertainment is provided upon the premises, with the exception of any registered trade mark, trading name or trading symbol that has been provided to the Council in connection with the most recent application for licence, its renewal or variation as the case may be;

M. The licensee shall ensure that no area where Relevant Entertainment may take place can be viewed from outside the licensed premises at any time;

N. The licensed premises shall be sufficiently illuminated to ensure that usable CCTV images can be captured;

O.1. Performers shall not be permitted to share the following facilities with any members of the audience and suitable separate provision must be made;

- (i) water closet;
- (ii) washing facilities;

2. Performers and Audience shall not be permitted to share any smoking area

3. No Member of the audience shall be permitted to enter any changing area used by Performers

P. All external doors affording access to the licensed premises shall be fitted with a device to provide for their automatic closure and such device shall be maintained in good working order;

Q. The availability of relevant entertainment shall not be marketed or advertised in any of the following ways:-

- (a) by means of personal solicitation in the locality of the licensed premises;
- (b) by means of leafleting in the locality;
- (c) by means of externally displayed advertisement (such as on billboards) in any part of the Council's administrative area

R. The following shall be made available without charge to performers and the Audience:

Literature and contact names and telephone numbers of organisations that provide advice and counselling on matters relating to:-

- (i) sexual problems;
- (ii) family planning;
- (iii) sexually transmitted diseases
- (iv) rape and sexual assault.

S. (i) No telephone number, residential address, email address or other information that may facilitate further contact between performers and members of the Audience is passed from audience to performer, or vice versa; and

(ii) This prohibition shall be brought to the attention of all members of the Audience

T. (i) Performers may perform only in accordance with written contracts, which define their rights and obligations, including terms as to the nature of their performance and payment. No deduction shall be made from such payment unless permitted by the contract, and no deduction by way of penalty shall be permitted;

(ii) No relevant entertainment shall be provided by any performer unless sufficient checks have been made of documents evidencing the performer's age, identity and right to work in the United Kingdom;

(iii) Copies of all documents referred to in (i) and (ii) above shall be retained for not less than 12 months after the last provision of Relevant Entertainment by the said Performer and shall be produced to an authorised officer of the Council or a Constable upon request at any reasonable time.

U. The licensee shall exercise all due diligence and take all reasonable steps to ensure that the terms and conditions imposed on the licence are observed and complied with at all times.

Urban Tiger 4 Broad Quay



1:1,250  
 2012 aerial imagery © Blom Pictometry. 1946 aerial imagery © English Heritage. OS data © Crown Copyright 2020  
 100023406. Unauthorised reproduction infringes Crown Copyright and may lead to civil proceedings. Bristol City Council.



**APPENDIX D – Applicant Logo**





# HOUSE RULES

**We hope you have a great experience here at Urban Tiger  
but politely remind you of some house rules ...**

Please beware that **CCTV cameras** are installed throughout the club and private dance areas  
for the **protection of both staff and customers.**

The exchange of telephone numbers, email addresses or other personal details between  
performers and customers is **strictly prohibited.**

**Phones must not be used** inside the club but they may be used outside. On arrival you will  
be asked to switch your phone off whilst inside the premises. Anybody found to be  
ignoring this rule will be asked to **leave the club immediately.**

At **no time** during the performance of a lap dance may there be any contact between a  
performer and customer. Any customer attempting to make physical contact  
with performers will be **asked to leave the premises.**

**Random search policies** operate in this club. Please do not leave any  
**belongings unattended.**

Although we are open till 4am there is no re entry after 3am.  
**This includes customers wishing to smoke and use cash machines.**

Performers must be **treated with respect** at all times. Management, Security and  
Performers reserve the right to stop a dance at anytime or **ask you to leave** the premises if  
they feel your **behaviour is inconsiderate.**

Any person found either possessing, **using or distributing any type of drug** will  
be banned from these premises and **reported to the police.**

## APPENDIX F – Code of Conduct for Dancers



### **Code Of Conduct For Performers/Performers Contract for Urban Tiger & Central Chambers.**

- All performers must have a valid form of photo ID that management shall take a copy of to keep with all dancer contracts to prove their identity and age. All non UK residents will need to produce documentation that proves their eligibility to work in the UK. Only a UK driving licence or passport will be classed as suitable photographic ID. A copy of ID and documents shall be retained for no less than 12 months after the last provision of relevant entertainment by the said performer and produced to an authorised officer of the council or a constable upon request.
- No person shall be employed or shall perform at the premises that have unspent convictions for any relevant offence. You will be required to have a CRB check done to prove this.
- Performers may perform only in accordance with written contracts, which define their rights and obligations, including terms as to the nature of their performance and payment.
- Performers will be required to pay a fee to club each evening that they work. The maximum house fee for each night is: Tue £30, Wed £40, Thur £60, Fri £100 & Sat £120. A 4 week notice will be issued for any increase in house fees or changes to club prices.
- Performers will receive payment from customers for each dance that they perform and work as a self-employed contractor. Dance prices are set and can not be altered by the performer at any time. Dances are either topless or fully nude must be at least 3 minutes long. Topless dances are £10 and a full nude dance is £20. Payment is hand to hand payment. Customers are permitted to hand the performer cash or dance chips by way of hand to hand payment prior to the performance or at the completion of the performance.
- Performers are permitted to inform management or security of their arrival at the start of the shift and make sure they are signed in for every shift. Dancers must inform management when they leave the premises so that management can sign them out. Security will escort any performer to cars, car parks or taxi's at the end of the shift if requested for your own safety.
- When requested, performers may be required to do a pole dance on the stage area. The first song is performed clothed and the end of the second song is topless.
- Good conduct must be maintained at all times, and all steps must be taken to avoid injury to persons or damage to property. All relevant health and safety and fire procedures for the venue must be followed.
- Audience participation is strictly prohibited and customers must remain clothed and seated at all times during the performance.
- Customers must adhere to the clubs strict no touching policy. Performers are required to report all incidents as soon as reasonably practical. Any customer who ignores this policy will be removed from the club immediately. All incidents must be reported to club management and/or security. Should a customer touch or attempt to touch the performer must withdraw immediately and report the incident. Management and security reserve the right to stop a dance at anytime if they feel the customers behaviour is inconsiderate or poses a potential risk of breaking the venues licence conditions.
- Performance off stage is only permitted when customers are seated in the designated dance area. Relevant entertainment may only take place in designated dance areas as identified on the plan annexed to the venues licence.

- o No sex acts shall take place or contact of a sexual nature which must reasonably be assumed to be provided solely or principally for the purpose of sexually stimulating the customer. There shall be no contact between the customer/dancer and between the dancer/customer at any time during the performance. No performer will sit or lie on the lap or any other part of the customer. Dancers are not permitted to fondle, kiss, caress or embrace any customer. Performers may blow the customer a kiss at the end of a dance or hand to hand contact is acceptable such as a hand shake or a Hi Five at the end of the dance.
- o CCTV cameras are installed throughout the venue and private dance areas for the protection of customers and performers. CCTV shall be retained for a minimum of 31 days and made available to an authorised officer of the police or licensing authority upon request. This includes dance area footage.
- o Husbands, boyfriends, wives, girlfriends and friends of dancers are not permitted on the premises at any time except with prior permission of the management. Performers are not permitted to visit the venue off duty with out prior permission from the management.
- o When not performing, performers must not enter the other licensed areas in a state of undress. Performers can only be fully nude in designated dance areas during a performance.
- o Performers must not divulge telephone numbers, residential address, email address or other information that may facilitate further contact between customers and dancers or vice versa.
- o Performers must only use the staff designated toilets and changing area provided. They are not permitted to share toilets or washing facilities with members of the public.
- o Performers and customers are not permitted to share any smoking area.
- o Any performer that appears to be drunk or under the influence of drugs will be asked to leave the premises immediately. The company operates a zero tolerance to drugs and any dancer found to be using or distributing any form of drugs will be instantly dismissed and reported to the police.
- o Random search policies are carried out by management and security.
- o Literature, contact names and numbers of organisations that provide advice and counselling on matters relating to: sexual problems, family planning, sexually transmitted diseases, rape and sexual assaults are made available free of charge to every performer. Information and literature can be found in the performers changing rooms.
- o **All dancers are self employed dancers and are responsible for their own PAYE and Tax.**

Please be aware that the majority of these restrictions are laid down as part of the conditions of the clubs SEV licence and are therefore not negotiable in any way, shape or form. If any dancer is unsure of any of these procedures or licence conditions, please speak to a member of management immediately for clarification. There is a copy of the new SEV licence in the changing room which must be read and understood. Every performer shall exercise all due diligence and take all reasonable steps to ensure that the terms and conditions imposed on the venues licence are observed and complied with at all times.

A copy of this contract has to be kept by Urban Tiger/Central Chambers for 12 months after the last provision of entertainment by the dancer and produced to any council official or police officer on request.

I have read and understand the above conditions and sign below to accept these conditions

Print Name \_\_\_\_\_  
 Date of Birth \_\_\_\_\_  
 Tel. Number \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Signature \_\_\_\_\_

Date Commenced \_\_\_\_\_

Date Contract Ended \_\_\_\_\_



# Equality Impact Assessment [version 2.10]

Title: Renewal of Sexual Entertainment Venue Licence – Urban Tiger, 4 Broad Quay, BS1 4DA	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Carl Knights
Service Area: Regulatory Services	Lead Officer role: Senior Licensing Officer

## Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

This Equality Impact Assessment is a live document, which we have continued to update in light of emerging evidence. The Council adopted a policy on the licensing of sexual entertainment venues in August 2022. The purpose of the policy is to enable Bristol City Council to have clear guidelines in relation to the licensing of sex establishments in its area. The policy sets out the Council’s approach to licensing sex establishments so that is clear to residents, applicants and workers - and ensures a transparent and consistent approach, as well as giving direction and focus to the Licensing Committee in determining applications.

The policy states that an Equality Impact Assessment will be carried out for each application (or renewal) of a Sexual Entertainment Venue (SEV) licence. There are statutory definitions of what constitutes a SEV, but a short description is included here:

Sexual Entertainment Venue:

These offer relevant entertainment. Relevant entertainment is a performance which is intended to sexually stimulate, which may or may not include nudity. Any place where there is a performance primarily intended to sexually stimulate a live audience is likely to require a licence. An audience might be one person. Examples are lap/pole dancing and strip clubs.

Conversely a burlesque show might not require a licence, provided its primary purpose is not to sexually stimulate the audience, even if there is nudity. Other examples might include life drawing classes or naked dinner clubs. Any premises which has a licence to sell alcohol on the premises may provide relevant entertainment as defined above up to 11 times in a 12 month period, no more than once a month without an SEV licence. Some premises have a condition SEV stating that this type of entertainment can’t take place,

and therefore they wouldn't be able to use the exemption. There are currently two licensed SEVs in Bristol.

This Equality Impact Assessment will consider the impact the grant or refusal of the application to renew the SEV licence for Urban Tiger 4 Broad Quay, Bristol, BS1 4DA will have on those with a protected characteristic.

**1.2 Who will the proposal have the potential to affect?**

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	

**1.3 Will the proposal have an equality impact?**

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
---	-----------------------------	-----------------

**Step 2: What information do we have?**

**2.1 What data or evidence is there which tells us who is, or could be affected?**

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/policies-plans-strategies/measuring-equalities-success> .

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Quality of Life Survey](#); [Bristol Open Data](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<a href="https://www.bristol.gov.uk/document/s/20182/34008/2011+Census+Key+Statistics&gt;About+Equalities+Communities.pdf/2c59eeae-b5fa-431d-87b8-f629c241dff6?t=1436544603000">Census 2021 https://www.bristol.gov.uk/document/s/20182/34008/2011+Census+Key+Statistics&gt;About+Equalities+Communities.pdf/2c59eeae-b5fa-431d-87b8-f629c241dff6?t=1436544603000</a>	The Census details the demographic profile of Bristol. The last census was carried out in 2021.

<a href="#">The population of Bristol</a>	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.																																														
<a href="#">New wards: data profiles</a>	The Ward Profiles provide a range of data-sets, including demographics, health and wellbeing disparities etc. for each of Bristol's electoral wards.																																														
2021 Consultation Responses (for August 2022 policy)	<ul style="list-style-type: none"> <li>• Overall, the majority of respondents (86%) disagreed or strongly disagreed with a proposed (nil-cap) policy approach</li> <li>• Female respondents somewhat more likely to agree with overall approach (although 70% still disagreed)</li> <li>• Proportions of respondents who feel safe in the city centre after dark (20%) are broadly comparable with other data from Quality of Life Survey, including that women feel less safe overall</li> <li>• Male respondents more likely to say SEVs have no impact on safety</li> <li>• Majority of respondents (79%) said they thought the impact of SEVs on the night time economy was positive or very positive, but this was lower (63%) for female respondents</li> <li>• Some differences by sexual orientation in the extent to which respondents feel SEV has an impact on safety and night-time economy</li> <li>• <i>(See section 2.4 below for diversity summary of respondents)</i></li> </ul>																																														
<a href="#">Quality of Life data dashboard</a> <a href="#">Quality of Life 2021-22 – Final report</a>	<p>There are significant disparities based on personal characteristics and circumstances in the extent to which people in Bristol feel safe outdoors after dark, and for whom feeling safer from crime would encourage them to visit venues and events more often at night.</p> <table border="1" data-bbox="719 1189 1501 2074"> <thead> <tr> <th></th> <th>% who feel safe outdoors after dark</th> <th>% for whom feeling safer from crime would encourage them to visit venues and events more often at night</th> </tr> </thead> <tbody> <tr> <td>Bristol Average</td> <td>54.4</td> <td>22.3</td> </tr> <tr> <td>Most Deprived 10%</td> <td>36.7</td> <td>33.1</td> </tr> <tr> <td>16 to 24 years</td> <td>41.1</td> <td>35</td> </tr> <tr> <td>50 years and older</td> <td>55</td> <td>22.8</td> </tr> <tr> <td>65 years and older</td> <td>54.7</td> <td>22.2</td> </tr> <tr> <td>Female</td> <td>45.2</td> <td>27.5</td> </tr> <tr> <td>Male</td> <td>63.9</td> <td>17.1</td> </tr> <tr> <td>Disabled</td> <td>38.6</td> <td>32.4</td> </tr> <tr> <td>Black, Asian and minority ethnic</td> <td>60.6</td> <td>25.7</td> </tr> <tr> <td>Asian/Asian British</td> <td>60.7</td> <td>28.8</td> </tr> <tr> <td>Black/Black British</td> <td>69.7</td> <td>30.6</td> </tr> <tr> <td>Mixed/Multiple ethnic groups</td> <td>61.5</td> <td>14.4</td> </tr> <tr> <td>White</td> <td>54.2</td> <td>21.8</td> </tr> <tr> <td>White Minority Ethnic</td> <td>51.6</td> <td>22.8</td> </tr> </tbody> </table>			% who feel safe outdoors after dark	% for whom feeling safer from crime would encourage them to visit venues and events more often at night	Bristol Average	54.4	22.3	Most Deprived 10%	36.7	33.1	16 to 24 years	41.1	35	50 years and older	55	22.8	65 years and older	54.7	22.2	Female	45.2	27.5	Male	63.9	17.1	Disabled	38.6	32.4	Black, Asian and minority ethnic	60.6	25.7	Asian/Asian British	60.7	28.8	Black/Black British	69.7	30.6	Mixed/Multiple ethnic groups	61.5	14.4	White	54.2	21.8	White Minority Ethnic	51.6	22.8
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	Christian	53.6	23.5
	Other religion	55.1	33.2
	No religion or faith	55	20.2
	Single parent	38.8	29.6
	Two parent	56.9	19.4
	No qualifications	48.4	26.6
	Owner Occupier	56.3	19.1
	Rented from housing association	45	33.6
	Rented from the council	47	32.7
	Rented from private landlord	53.3	25.9
	Non degree qualifications	49.9	27.8
	Degree qualifications	57	19.5
	Part-time carer	54.5	23
	Full-time carer	46.6	33.8
	Carer (All)	52.6	25.5
	Parents (All)	54.6	20.7
	Lesbian, Gay or Bisexual	52	26.1
Local crime statistics <a href="https://www.police.uk">Avon and Somerset Constabulary   Police.uk (www.police.uk)</a>  <a href="#">Bristol Cumulative Impact Assessment</a>	Crime levels in the areas where the two current SEVs are located are consistent within a city centre night-time economy locality, and we do not have evidence to indicate that any particular crime, or increased incidence of crime, is directly associated with the two currently licensed premises.		
Research on wider impact of SEVs  Example: Briefing Paper from Bristol Women's Voice <a href="#">Briefing VAWG and SEVs.docx (bristolwomensvoice.org.uk)</a>	Some local stakeholders and respondents to the 2021 policy consultation (2022 policy) have highlighted research examining the link between SEVs, sexual objectification of women, male attitudes, and potential links with sexual violence and domestic abuse – including e.g. that: <ul style="list-style-type: none"> <li>• Lap dancing clubs normalise the sexual objectification of women.</li> <li>• Lap dancing clubs have a negative impact on women's safety in the local vicinity</li> <li>• SEVs may attract and generate prostitution.</li> <li>• Performers can suffer humiliation and sexual harassment on a regular basis, from customers and staff/management.</li> <li>• Many performers begin working in lap dance clubs through lack of choice.</li> <li>• Working conditions and terms of employment for performers in SEVs are inadequate.</li> <li>• Links between the expansion of lap dancing clubs and an</li> </ul>		

	<p>increase in the levels of sexual violence</p> <ul style="list-style-type: none"> <li>• Evidence that the sexual objectification of women is linked to sexual violence perpetration in combination with alcohol use<sup>1</sup>.</li> <li>• Evidence in young people of a direct relationship between the sexual objectification of girls and aggression towards them<sup>2</sup>.</li> </ul>
<u>European Charter for Equality of Women and Men in local Life</u>	<p>Bristol is a signatory to the European Charter for Equality of Women and Men in local Life. One of the Principles of the Charter is the elimination of gender stereotypes which is seen as fundamental to achieving equality of women and men. Local and regional authorities must promote the elimination of the stereotypes and obstacles upon which the inequalities in status and condition of women are based, and which give rise to the unequal evaluation of the roles of women and men in political, economic, social and cultural terms. In addition, under Article 22.2 it must recognise that gender-based violence arises from the idea, on the part of the perpetrator, of the superiority of one sex over the other in the context of an unequal relationship of power. Bristol Women’s Commission and other stakeholders have stated that the continued licensing of Sexual Entertainment Venues by Bristol City Council fails to meet our obligations under the Charter, disregards the safety of women and girls, undermines the dignity of women and girls and diminishes the status of Bristol as a modern European City where both women and men can lead fulfilled lives in a safe and fair society.</p>
<u>JSNA Health and Wellbeing Profile 2021/22 (Domestic Violence and Abuse)</u>	<p>Nationally, 27% of women experience domestic abuse in their lifetimes, with negative impacts on mental and physical health and further impact on families including children. In Bristol, females over the age of 16 are 2.9 times more likely to be a victim of a domestic abuse related crime than males. Nationally, the number of domestic abuse crimes recorded by the police in England and Wales in the year ending March 2021 increased by 6%; from 798,607 in the year ending March 2020 to 845,734. This follows increases seen in previous years and may reflect improved recording by the police alongside increased reporting by victims.</p>
<u>Nomis - Official Labour Market Statistics (nomisweb.co.uk)</u>	<p>Within the West of England, Bristol is the primary economic centre and prior to COVID-19 nearly half of all the jobs (44.8%) and enterprises (40.1%) were located in Bristol. The employment rate in Bristol is 78.1% which is higher than the national average at 74.8%. Bristol has a lower proportion of people employed in caring, leisure and other service occupations 6.9% than for Great Britain (9.2%). While the diverse and high skilled economy of the city has provided protection for some of our key industries and employment, there has been significant impact on key sectors e.g. hospitality, retail and leisure. 10,500 working age residents were unemployed in the 12 months ending December 2021.</p>
<u>Delivering an inclusive economy post COVID-19 – Bristol Women’s Commission</u>	<p>Local research into the impact of COVID-19 and women with recommendations on what decision makers can do to enable women to overcome barriers to work, including recognising the</p>

<sup>1</sup> Understanding the Link Between Men’s Alcohol Use and Sexual Violence Perpetration: The Mediating Role of Sexual Objectification (University of Nebraska-Lincoln 2014)

<sup>2</sup> The sexual objectification of girls and aggression towards them in gang and non-gang affiliated youth (University of Kent 2017)

importance of self-employed and freelance workers to the economy.

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

- |  |   |   |
|--|---|---|
| <input checked="" type="checkbox"/> Age                            | <input checked="" type="checkbox"/> Disability          | <input checked="" type="checkbox"/> Gender Reassignment |
| <input checked="" type="checkbox"/> Marriage and Civil Partnership | <input checked="" type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race                |
| <input checked="" type="checkbox"/> Religion or Belief             | <input checked="" type="checkbox"/> Sex                 | <input checked="" type="checkbox"/> Sexual Orientation  |

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We do not have reliable local diversity data for some protected characteristics, especially where this has not historically been included in statutory reporting. With regard to the policy adopted in August 2022 numerous representations were received regarding sexual entertainment venues

SEVs are required to renew their licences annually. This provides an opportunity for persons affected by them to put their views forward. Whilst to date we have not received any representations for this renewal, over the last seven years, objectors have exercised this right, and the committee have been able to consider these views along with the applicants. This gives insight into the views of those who object to this type of activity. Generally objections are received from persons who do not want these types of venues to be licensed and only occasionally do people make representations in support.

## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/policies-plans-strategies/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

As required by our policy public notice must be given of all applications, including renewals. The Council has prescribed a form of application that facilitates public representations, including, for example, requiring applicants to identify the brand name under which the premises are intended to operate and other material information. The council recorded that this renewal application had been received on its licensing web pages and provided details on when any representations needed to be received by. In addition, a number of notices were displayed at, or on the premises so that anyone passing the premises could see a renewal application had been submitted and how to make their views known. The local ward councillors were also directly notified.

Persons objecting to the application were required to give notice in writing of their objection to the Council, stating in general terms the grounds of the objection not later than 28 days after the date of the application. The 28 day consultation period ran from 01.08.2022 to 29.08.2022.

Any person who made an objection, or representation is given an opportunity of appearing before and being heard by the licensing sub-committee when the application is considered

### **Past engagement and consultation:**

In addition to the yearly renewal process where members of the public have an opportunity to comment the Council has also carried out an extensive consultation before agreeing and publishing our existing policy on the licensing of sexual entertainment venues. The policy sets out the Council's approach to licensing sex establishments so that is clear to residents, applicants and workers - and ensures a transparent and consistent approach, as well as giving direction and focus to the Licensing Committee in determining applications. The consultation carried out is set out below:

A pre-consultation questionnaire was carried out as part of the original policy review which revealed a wide range of responses as to whether it was appropriate to have sex establishments both generally and in Bristol, providing some insight into the views of the public about these types of venues. The questionnaire was open between 3 April 2018 and 31 May 2018 and sought responses from the public to questions around the appropriateness of these types of venues in relation to locations, other types of premises, and specific locations within Bristol. An initial consultation also revealed a wide range of responses to the proposed draft policy, providing further insight into the views of the public about these types of venues. This consultation was open between 16 August 2019 and 10 November 2019 and asked a number of questions in relation to the draft policy. It was also sent to the Citizen Panel for comment. For further details on our previous engagement and consultation please see Section 2.1. of [EQIA SEV Policy Review 2021](#)

### **2021 Consultation:**

More recently a 12 week public consultation was carried out from September to December 2021 on a proposed 'nil-cap' approach to our Sex Establishment Policy. A series of questions were asked including whether people agreed, or disagreed, with a nil-cap (zero) approach for the city centre and other relevant areas; how safe people feel in the city centre after dark and how the presence of SEVs affects this; and about the impact of SEVs on Bristol's night time economy. Additionally people were invited to provide any other comments about the proposals in a draft Sex Establishments Policy. The consultation was available online, and paper copies of the questions and alternative accessible formats were available on request. The questionnaire was publicised through media, social media and communications with the public - including relevant responsible authorities, equalities groups, and stakeholders. The majority (90%) of respondents were members of the public, and we had 6,273 responses overall, as well as additional comments and representations.

### **Diversity monitoring summary of 2021 consultation respondents:**

- 58% were living in the City of Bristol; 22% from the wider Bristol area and adjoining local authorities
- Age: 19% aged 18-24; 9% aged 55+
- Female – 54%; Male 27%
- Non-Binary, Agender, Gender-fluid - 2%; Other 1%
- Disabled people – 11%
- Ethnicity: Asian/Asian British – 2%; Black/Black British – 2%; Mixed/Multi Ethnic 4%; Other Ethnic - <1%; White British – 68%; Other White ethnicity 7%; Gypsy, Roma + Traveller <1%
- Religion and Belief: No religion/belief 59%; Christian - 13%; Other faith group – 7% (of which Muslim 1%)

- Sexual Orientation: Heterosexual (Straight) - 44%; Lesbian, Gay or Bisexual – 28%, Other – 3%
- Trans – 2%

## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Licensed premises are required to renew their licences annually, giving an opportunity for persons affected by them to put their views forward. The current application will be considered by the Council’s Licensing Sub-Committee on 30 November 2022.

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the ‘Action Plan’ Section 4.2 below.

#### GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

For illustrative purposes we have highlighted in the table below separate mitigations/comments regarding potential impact of two contrasting options:

##### **Option 1:**

To refuse the application.

##### **Option 2**

To grant the renewal and issued a licence for a period of one year.

Whilst UK Parliament has established that SEVs are a lawful activity, Home Office Guidance 2010 states that a nil cap may be appropriate, and some other local authorities have adopted this approach. In Bristol, on 23 November 2011 the Licensing Committee determined three localities in Bristol and specified the maximum number of Sex Shops, Sex Cinemas and Sexual Entertainment Venue within each locality. The numbers for each locality were considered on review of the policy on 28th July 2022 and amended to the numbers below

Old Market / West Street Locality

2 Sex Shops, 0 Sex Cinemas, 1 Sexual Entertainment Venue

City Centre Locality

2 Sex Shops, 0 Sex Cinemas, 2 Sexual Entertainment Venues

Bishopston / Redland / Cotham / Ashley Locality  
0 Sex Shops, 0 Sex Cinemas, 0 Sexual Entertainment Venues

Urban Tiger is one of the two venues situated in the City Centre locality.

A licence may be refused on various discretionary grounds which are defined in the legislation, and overall there is a presumption that a licence will be granted unless one of the statutory grounds applies.

#### Mandatory grounds

A licence shall not be granted where one of the mandatory refusal grounds applies, that is:

- (a) to a person under the age of 18; or*
- (b) to a person who is for the time being disqualified by virtue of revocation in the previous twelve months;*
- (c) to an individual applicant who has not been resident in the UK for the previous six months;*
- (d) to a body corporate which is not incorporated in an EEA state;*
- (e) to an applicant who has, within a period of 12 months immediately preceding the date when the application was made, been refused the grant or renewal of a licence for the premises, vehicle, vessel, or stall in respect of which the application is made unless the refusal was reversed on appeal.*

If the Council finds any of these grounds apply then it must refuse the application

#### Discretionary grounds for refusal

A licence may otherwise be refused on one or more of the following grounds.

- (a) That the applicant is unsuitable to hold the licence by reason of having been convicted of an offence or any other reason*
- (b) That if the licence were to be granted, renewed, or transferred the business to which it relates would be managed by or carried on for the benefit of a person, other than the applicant, who would be refused the grant, renewal, or transfer of such a licence if he made the application himself;*
- (c) That the number of sex establishments, or of sex establishments of a particular kind, in the relevant locality at the time the application is determined is equal to or exceeds the number which the authority consider is appropriate for that locality. (Nil may be an appropriate number for these purposes)*
- (d) That the grant or renewal of the licence would be inappropriate, having regard -*
  - (i) to the character of the relevant locality; or*
  - (ii) to the use to which any premises in the vicinity are put; or*
  - (iii) to the layout, character or condition of the premises, vehicle, vessel, or stall in respect of which the application is made*

If the Council finds any of these grounds apply then it may refuse the application

With regard to discretionary grounds (d)(i) and (ii) Council policy states the following will be considered:

*For d(i)*

*Having regard to the character of the locality (see ground (c) above) the Council will consider whether the particular application is appropriate, taking into account:*

- *The size and appearance of the premises*
- *Their proximity to places where the public congregate for purposes other than use of the premises, such as bus stops and taxi ranks*
- *The nature and style of the relevant entertainment that is proposed*
- *The nature of the clientele it is likely to attract and their number*
- *The duration of the proposed licence/activity*

- *The manner in which the relevant entertainment is likely to be managed*
- *The risk of nuisance to others engaged in legitimate activity*
- *The proposed hours of operation.*

For d(ii)

Whether premises in the vicinity are put to any of the following uses:

- *residential, in particular homes occupied by families*
- *leisure*
- *educational establishments*
- *churches and other places of worship*
- *family friendly facilities*
- *other sex-oriented/adult premises (whether or not they are licensed/licensable)*
- *youth clubs*
- *women’s refuges*
- *community centres*
- *parks and other open spaces*
- *swimming pools*
- *public transport*

**PROTECTED CHARACTERISTICS**

<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Underage people may attempt to enter SEV premises as a customer. Increased numbers of people living in the City Centre and Old Market including new student accommodation (predominantly for young people) may mean that the licencing of SEVs in these areas is no longer appropriate.
Mitigations / Comment:	<p><u>Option 1(application refused):</u> These potential issues would be entirely mitigated in respect of this premises.</p> <p><u>Option 2 (application granted):</u> The legislation prohibits persons under the age of 18 being admitted to or employed on licensed premises. Urban tiger are also licensed under the Licensing Act 2003. This primary legislation provides for various offences and requirements associated with the protection of children from harm and the sale and consumption of alcohol by children.</p> <p>The policy holds that sex establishments may be inappropriate near to particular sensitive uses, including schools, family leisure facilities, residential dwellings, youth facilities and cultural facilities. The policy requires the Council to take into account on a case-by-case basis all relevant considerations including the character of the locality; residential, leisure and educational establishments; other uses in the locality including family friendly facilities; the risk of public nuisance; whether the locality is subject of stress caused by a cumulative impact of premises.</p> <p>Urban Tiger is located at 4 Broad Quay. A number of bus stops are located outside and opposite the venue. Adjacent to the premises are a newsagent and café. Young people are likely to use these bus stops and/or the businesses located adjacent to the premises. However the current (and applied for) sexual entertainment venue licence commences at 21:00 hours and as such relevant entertainment can’t be held prior to this time.</p> <p>The following standard conditions are attached to the current SEV licence and no request has been made to alter them:</p> <p><i>“There shall be no display either upon or outside of the licensed premises (in such a way that it is visible on the exterior) of photographs or other images</i></p>

	<p><i>which indicate or suggest that Relevant Entertainment is provided upon the premises, with the exception of any registered trade mark, trading name or trading symbol that has been provided to the Council in connection with the most recent application for licence, its renewal or variation as the case may be;</i></p> <p><i>The licensee shall ensure that no area where Relevant Entertainment may take place can be viewed from outside the licensed premises at any time;...</i></p> <p>...</p> <p><i>The availability of relevant entertainment shall not be marketed or advertised in any of the following ways:-</i></p> <p><i>a. by means of personal solicitation in the locality of the licensed premises;</i></p> <p><i>b. by means of leafleting in the locality;</i></p> <p><i>c. by means of externally displayed advertisement (such as on billboards) in any part of the Council's administrative area..."</i></p> <p>The conditions and the hours relevant entertainment is permitted may mitigate any concerns in respect of young people. This will be considered by the members of the Licensing Sub-Committee who consider the application.</p>
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations / Comment:	
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The application and representation process for SEV licensing may not be sufficiently accessible for disabled people.
Mitigations / Comment:	<p><u>Option 1(application refused) &amp; Option 2 (application granted):</u></p> <p>It is important any members of the public can submit comments to an application to renew a SEV licence, whether those comments be in support or against the application.</p> <p>The renewal application and representation process has a clear timetable with information advertised online (licensing web pages) as well as being available in different languages and formats if requested. Responses can be made online or through electronic means as well as in hard copy. Public notice must be given of all applications and was done so with this renewal. The notices required the applicant to identify the brand name under which the premises would be trading as well as other material information. In line with our policy the Council also displayed additional notices in the area making use of street furniture and community notice boards. Local ward councillors we also notified.</p>
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The refusal of the application is likely to have a disproportionately negative impact on the livelihood of predominantly female employees. In the 2021 consultation there were 450+ references to this issue, including comments that potentially 100+ workers and auxiliary staff would be likely to lose their job (if both existing SEV premises were to close), leading to significant financial hardship and further negative consequences. Some respondents have said that closing down legal strip clubs will further stigmatise workers and make it harder to

	maintain or enhance established workers' rights.
Mitigations / Comment:	<p><u>Option 1 (application refused):</u> We are not aware of any specific mitigation for this risk. A refusal of the application would need to be justified based on the mandatory or discretionary grounds of refusal.</p> <p><u>Option 2 (application granted):</u> This potential issue would be entirely mitigated if the application was granted</p>
Potential impacts:	Some research has found that women who work in SEVs can be subject to high levels of abusive behaviour from customers e.g. verbal harassment and unwanted touching from customers <sup>3</sup> , and assaults experienced by performers may not always be reported to outside agencies by SEV staff. There is no standardised Code of Conduct that performers or audience members should comply with to protect the rights and safety of performers and aspects of the policy which aim to protect performers may not be complied with. Some stakeholders have previously raised the issue that the provision of literature and signposting to sexual problems, family planning and sexually transmitted diseases suggest that performers engage in prostitution and gender-based violence is a more likely occurrence during their work.
Mitigations / Comment:	<p><u>Option 1 (application refused):</u> If the application is refused this risk would be entirely mitigated.</p> <p><u>Option 2 (application granted):</u> Some respondents to the policy consultation who are SEV workers have said they feel safe and would feel less safe if the clubs were to close. Licensing conditions for SEV premises aim to protect employees and the policy has strict rules prohibiting any physical contact between workers and customers in SEVs. Licences can only be refused or revoked on statutory grounds, which are listed in the legislation. Council policy proposes a number of standard conditions are attached to licences which include requirements for CCTV, code of conduct and rules for performers and customers, and prevention of physical contact between performers and customers. These conditions are attached to the SEV licence for Urban Tiger. The code of conduct and rules must be displayed in the venue, and all staff and customers made aware of them. Unannounced enforcement visits take place which include randomised checks of the CCTV footage to ensure the rules are being followed. Penalties are available under the regime where breaches of the licence, or other concerns, are proven to have taken place.</p> <p>Licences are required to be renewed on an annual basis, and checks will be made with the Council's Neighbourhood Enforcement Team (NET) on renewal to ensure compliance with licence conditions. The NET have confirmed that they are unaware of any breaches of licence conditions over the past year period. If concerns has been raised the committee would be able to impose additional conditions if deemed appropriate or to refuse the application.</p> <p>We fully endorse providing information and guidance on sexual problems, family planning and sexual transmitted diseases in SEVs as it is good harm-reduction practice. Similar information and guidance is provided in many other places e.g. universities and we do not think that this is an indicator that performers in SEVs are engaged in prostitution or that gender-based violence is a likely occurrence in their work.</p>

<sup>3</sup> For example: University of Leeds Faculty of Education, Social Sciences and Law, The Regulatory Dance  
<http://www.sociology.leeds.ac.uk/research/projects/regulatory-dance>

Potential impacts:	Activity in SEVs may be seen to reinforce gender inequality and contribute to a culture that perpetuates negative, sexist interactions between men and women - because the majority of activity in SEVs involves men paying women to dance for their sexual gratification. The granting of licences to SEV establishments may be seen to contradict other policies and obligations the City Council has in tackling exploitation and violence against women – e.g. The European Charter for Equality of Women and Men in Local Life, White Ribbon City status, and Bristol Against Violence and Abuse Strategy, which specifically refers to sexual entertainment venues and includes an aim to challenge the sexualisation and subordination of women and children.
Mitigations / Comment:	<p><u>Option 1 (application refused):</u> If the application was refused any potential reinforcement of gender inequality arising from the venue would then be removed, therefore the potential issue would be mitigated.</p> <p><u>Option 2 (application granted):</u> We have not identified any direct mitigation for this potential issue. However SEVs are lawful activity. When adopting the current policy which permits up to two SEVs in the city centre locality the licensing committee assessed the extent to which the policy approach addressed the public sector equality duty (PSED) to e.g. eliminate harassment of women and advance equality of opportunity between men and women. The also consider the PSED in conjunction with their statutory obligations under the Local Government (Miscellaneous Provisions) Act 1982 (LGMPA82) under which sex establishments are licensed and determined that it was appropriate to permit SEVs to be licensed in Bristol.</p>
Potential impacts:	<u>Domestic Violence:</u> As above - there is a risk that by continuing to licence SEVs the Council is perpetuating a culture which promotes the sexual objectification of women, which some research indicates has clear links to increased domestic violence. Domestic violence may not happen in the vicinity of SEVs but be perpetrated by men at other time e.g. travelling home, or in peoples' homes as a direct result.
Mitigations / Comment:	<p><u>Option 1 (application refused):</u> If the application was refused any potential risk that the licensing of this venue contributes to the sexual objectification of women would then be removed.</p> <p><u>Option 2 (application granted):</u> We have not identified a direct mitigation for this potential issue. Ensuring the safety of women is a shared responsibility for everyone including Bristol City Council, and other public bodies and organisations. The decision to grant the application would need to be justified on the basis that SEVs are lawful activity and whilst there is academic research relating to the damaging effects of sexual entertainment on attitudes to women and girls, we do not have sufficient local evidence to clearly link Bristol SEVs, or Urban Tiger with an increase in crimes or sexual assaults in the vicinity of surrounding areas.</p>
Potential impacts:	There is a concern that trafficked or exploited women could end up working in SEVs and that clubs themselves have responsibility for checking documents.
Mitigations / Comment:	<p><u>Option 1 (application refused):</u> This potential issue would be mitigated if the application was refused.</p> <p><u>Option 2 (application granted):</u> Council policy states that no person shall be employed or shall perform at the premises who has unspent convictions for any Relevant Offence and no relevant entertainment shall be provided by any performer unless sufficient checks have been made of documents evidencing the performer's age, identity and right to work in the United Kingdom. These checks must also be available to the council on request, and unannounced spot checks are undertaken to ensure the documents are complete and the clubs are</p>

	compliant with the requirement. There is no evidence to suggest that Urban Tiger have employed or used trafficked or exploited woman at the venue.
Potential impacts:	<u>Safety outside premises (including feeling safe):</u> Women (including employees) may be at increased risk of assault in the vicinity of SEVs. There may be a negative impact on women passers-by if they find the presence of SEVs make them feel threatened or uncomfortable. Some consultation respondents to the earlier policy consultation have commented that they think existing SEV premises are too close to transport hubs and student accommodation.
Mitigations / Comment:	<u>Option 1 (application refused):</u> Whilst no representations were received with regard to this renewal application a number of responses to the policy consultation identified that some women feel uncomfortable or threatened simply by passing these types of premises, whether they are easily identifiable or not. This potential issue would be mitigated if the application was refused.  <u>Option 2 (application granted):</u> Some respondents to the earlier policy consultation felt SEVs provided a safe space with e.g. visible and helpful door staff, and that mainstream venues were significantly more problematic in terms of violence and sexual harassment. Whilst CCTV cannot alone ensure protection from crime it is a deterrent. The policy requires that licensed premises, including Urban Tiger, shall be sufficiently illuminated to ensure that usable CCTV images can be captured. There must be working CCTV and signage to say it is in operation, and there is consideration of sightlines and 'hidden' areas where effective monitoring may be hampered. The draft policy stipulates that there must be no display on or outside of the licensed premises which indicates or suggests that sexual entertainment is provided there (except for agreed sign/branding), and no activity can be viewed from outside. There must be no personal solicitation, leafleting or adverts in the nearby area.
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Some respondents to the earlier policy consultation commented that the SEVs are welcoming because they are sex-positive and provide a safer space for LGBTQ+ and other marginalised communities.
Mitigations / Comment:	See above comments re. safety of premises and surrounding areas.
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations / Comment:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Premises which admit men only or women only may potentially discriminate against trans and gender non-confirming people.
Mitigations / Comment:	<u>Option 1 (application refused):</u> This potential issue would not be applicable if the application were refused. <u>Option 2 (application granted):</u> We are not aware of any licensed premises, including Urban Tiger, that does not permit persons of a particular gender entering or being employed within Bristol. Operators of licensed premises are required to comply with the Equality Act 2010.
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations / Comment:	
<b>Religion or</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

<b>Belief</b>	
Potential impacts:	People from certain faith groups (e.g. Christianity, Islam, Judaism, Hinduism, Buddhism, and Sikhism) may be offended or have moral objections to the presence of a sex establishment.
Mitigations / Comment:	<u>Option 1 (application refused)</u> : This potential issue would be mitigated in relation to this venue if the application was refused. <u>Option 2 (application granted)</u> : when determining an application for the renewal of a licence the committee will consider the policy which states that sex establishments may be inappropriate near to particular sensitive uses, including places of worship, and should have regard to any potential impact on these premises on a case-by-case basis. A site visit will also be carried out by members prior to the start of the hearing.
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations / Comment:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As above – the refusal of the application is likely to have a disproportionately negative economic impact on the livelihood of predominantly female employees.
Mitigations / Comment:	See comments under ‘Sex’ above
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations / Comment:	
<b>Other groups</b> [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Mitigations / Comment:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don’t
- ✓ Foster good relations between people who share a protected characteristic and those who don’t

Option 1 (application refused): This approach would aim to advance commitments towards women’s equality such as those made in The European Charter for Equality of Women and Men in Local Life, White Ribbon city status, and Bristol Against Violence and Abuse Strategy (which specifically refers to sexual entertainment venues).

Option 2 (application granted): This option would preserve existing employment for a largely female workforce. The renewal process enables concerns to be raised by any party if they feel the renewal of the

licence would have an adverse impact in respect of protected groups. No representations were received. Regulatory controls offer protection to all SEV workers, residents, businesses and visitors in the city.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

#### Summary of significant negative impacts and how they can be mitigated or justified:

##### **Option 1: (application refused)**

The refusal of the application would mitigate concerns raised in the previous policy consultation about potential issues for citizens on the basis of their protected characteristics which can be linked to the operation of this premises. However there would be a negative economic impact for those currently employed by Urban Tiger (mostly women) which would need to be justified on the basis of other considerations.

##### **Option 2 (application granted)**

The previous policy consultation secured a detailed framework for considering applications, including using information gathering powers. Any adverse impact in respect of protected groups arising from the operation of the premises can be considered when the application is determined. No representations were raised with regard to this renewal application however it is clear from the previous policy consultation that some stakeholders have concerns about permitting SEVs, and Urban Tiger to hold a licence. Whilst parliament deems them lawful the Council must still consider the PSED duties in this regard.

#### Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

**Option 1:** External communications to provide a clear message to equalities stakeholders and Bristol citizens about the refusal and the reasons for it.

**Option 2:** If the licence is renewed the Council can ensure the premises is run in a safe and appropriate manner there may be an opportunity for responsible providers to make their own organisational commitments to improving accessibility and advancing equality of opportunity for their workforce etc.

### 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

The Council's policy includes a clear and unequivocal commitment to meeting the equalities duty in the exercise of all of the functions under the Equality Act 2010 including the Public Sector Equality Duty. The policy and the documentation flowing from it are intended to be a key means of facilitating compliance with all of the council's obligations.

The renewal process enables a full consultation for any party to raise concerns regarding the issuing of the licence.

### 4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

If the application to renew the licence is granted by the Licensing Sub-Committee the licence will be in force for one year. In order to be renewed a further application will be required, which will include a further public consultation period. The Council's Neighbourhood Enforcement Team also carry out regulatory compliance checks on licensed venues.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director<sup>4</sup>.

<b>Equality and Inclusion Team Review:</b> <ul style="list-style-type: none"><li>• <b><i>Reviewed by Equality and Inclusion Team</i></b></li></ul>	<b>Director Sign-Off:</b>
Date: 24/10/2022	Date: 2022

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<sup>4</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

By virtue of paragraph(s) 1, 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

Document is Restricted

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