

**Item 1**

**Licensing (Scotland) Act 2005**

**Licensing Board Equality Outcomes 2025-2029**

**FOR MEMBERS AND APPROPRIATE OFFICERS  
OF THE LICENSING BOARD ONLY**

**Purpose of Report**

To allow Members to consider the draft Equality Outcomes, attached at Appendix 2, for the period 2025-2029 for the City of Glasgow Licensing Board.

**Background**

Members will be aware that the Equality Act 2010 applies to everyone, both in the public and private sector. The 2010 Act states that individuals are protected from discrimination based on the following protected characteristics:

- Age;
- Disability;
- Gender Reassignment;
- Marriage and Civil Partnership;
- Pregnancy and Maternity;
- Race;
- Religion or Belief;
- Sex; and
- Sexual Orientation.

The 2010 Act also introduced a Public Sector Equality Duty which requires authorities, including the Licensing Board to have due regard to:

- The need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between those who share a protected characteristic and those who do not.

These specific duties came into effect on 27 May 2012 and provide a framework to help authorities meet their general duty, such as publishing equality outcomes and reporting progress on meeting outcomes and impact assessing both new and existing policies. This is currently undertaken by the Licensing Board through the Council's Equality Outcomes for 2021-2025, which was shared and adopted by the Licensing Board in 2021. The Licensing Board's Equality Outcomes for the period 2021-2025 are detailed at Appendix 1.

The Licensing Board is now required to consider Equality Outcomes for the period 2025 to

2029. Attached at Appendix 2 are the Council's Equality Outcomes, excluding section 7 which relates specifically to employees of Glasgow City Council and sections 8 to 11 which relate to Education Services, for the period 2025 to 2029 for the Licensing Board's consideration. It is normal practice for the Licensing Board to adopt the Council's outcomes.

**Recommendations**

The Board is asked to consider (and approve) the Equality Outcomes at Appendix 2.