Falkirk Council Licensing Board

The Equality Act 2010

The Equality Act 2012 (Specific Duties) Scotland Regulations 2012

Multi-Equality Strategy 2013

# Consultation Detail

Details of consultation process - details of consultees are contained in Appendix 4.

# This draft strategy is published on the licensing authority's website at [www.falkirk.gov.uk](http://www.falkirk.gov.uk/) and is available for you to view at the District Court Offices, Municipal Buildings, Falkirk between 9am and 5pm Monday to Fridays.

If you would like this information to be given to you in an alternative format or language, you, or a friend or relative can contact us in any of the following ways:

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The Clerk to the Licensing Board Falkirk Council

Municipal Buildings West Bridge Street Falkirk

FK1 5RS

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# Introduction

* 1. This Strategy sets out the commitment of Falkirk Council Licensing Board ("the Board") to meeting our responsibilities under the Public Sector Equality Duties to those defined under the Equality Act 2010 in relation to the 9 different protected characteristics:
     + Age
     + Disability
     + Gender Reassignment
     + Maniage and Civil Partnership
     + Pregnancy and Maternity
     + **Race**
     + Religion of Belief
     + Sex
     + Sexual Orientation

The Strategy explains the actions the Board has already taken and will take in this regard. Although the Board has a separate legal status from Falkirk Council ("the Council"), it is resourced entirely by the Council. The close connections between the Board and the Council affords the Board the opportunity to benefit directly from the actions already taken or proposed by the Council to ensure that it fulfils all the equality obligations. This is reflected in the Strategy set out on the following pages.

* 1. 'Ibis Strategy was approved by tl1e Board on 23 October 2013 and replaces the previous individual Race, Gender and Disability Equality Schemes.
  2. If you wish to submit any comments on this document at any time, please address them to:

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# About the Licensing Board

###### Constitution

The Board is constituted in terms of the Licensing (Scotland) Act 2005. The Board is entrusted with the administration of liquor licensing and with certain other statuto1y duties.

The Board is comprised of 10 elected members of the Council, elected at tl1e first Council Meeting after each ordina1y Council election. A Licensing Board must consist of at least 5 members.

Board meetings are held in public but deliberations can be made in private. All decisions taken by the Board must be made in public.

#### Board Meetings

Falkirk Council Licensing Board *meets every month* (with the exception of July) in the Council Chambers. The Chambers are located in the Muuicipal Buildings which are suitable for and accessible to disabled persons. The dates of meetings are available on Falkirk Council's website. There is an Induction Loop System for the benefit of hearing-aid users in the Council Chambers. For those who do not have English as a first language, the Board can utilise the se1vices of interpreters and/or translators, if requested, to ensure that its proceedings and decision-making process is clear and transparent.

#### Statutory Governance

The Equality Act 2010 ("the Act") replaced the existing equality legislation and consolidates anti­ discrimination laws into a single Act. The Act identifies 9 different protected characteristics which are detailed in section 1.1 of this Strategy. A key measure within the Act is the Public Sector General Equality *Duty* which requires public bodies to be pro-active in tackling discrimination *by*

* Eliminating discrimination
* Promoting equality of opportunity
* Fostering good relations between those who share a protected characteristic and those who do not.

The General Equality *Duty* is supported *by* the Specific Duties, which came into effect on 27 May 2012. The specific duties provide a framework to help public sector organisations *meet* their general duty and include the *duty* to report progress on mainstreaming the equality duty.

Apart from the equalities duties set out above, there are objectives laid down in statute specifically related to the Board's work around which it *must* organise the licensing functions:

#### Licensing Statntory Provisions:

* + The Licensing (Scotland) Act 2005
  + The Gambling Act 2005

#### The Licensing Objectives

The regirues under the Licensing (Scotland) Act 2005 and the Gambling Act 2005 set out broad airus which the Board *must* and will support in all its functions, which are:

TI1e Licensing (Scotland) Act 2005

* + Preventing crirue and disorder
  + Securing public safety
  + Preventing public nuisance
  + Protecting and iruproving public health
  + Protecting children from harm

The Gambling Act 2005

* Preventing gambling from being a source of crime or disorder, being associated with crime or disorder or being used to support crime
* Ensuring that gambling is conducted in a fair and open way
* Protecting children and other vulnerable persons from being harmed or exploited by gambling

###### Our Staff

The Board is supported by a Clerk assisted *by* a range of support staff. All staff canying out the Board's responsibilities are recmited and employed by the Council. Falkirk Council also employs two Licensing Standards Officers who, whilst not officers of the Board, undertake duties in connection with the enforcement of the Licensing Scotland Act 2005, the provision of advice to licensees and members of tl1e public and the canying out of mediation where appropriate

The Clerk to the Board has recently been appointed as Falkirk Council's corporate Equalities Champion. As a member of the Council's Corporate Management Team (CMT), the Equalities Champion works to embed equality within the Council's business planning and processes by engaging Members, CMT, Services and Community Planning Partners. Coming from a legal background, tl1e Equalities Champion has a strong technical knowledge of the Equalities agenda and has a clear commitment to improving equality of opportunity, providing strong leadership with a clear link to Elected Members.

###### Mainstreaming Equality

Mainstreaming is an approach to delivering equality within an organisation. It is primarily a long­ term strategy aimed at ensuring that equal opportunity principles and practices are integrated into every aspect of an institution from the outset. The focus should not only be internal (mainstreaming equality principles into procedures and systems) but also external (mainstreaming equality principles into policies and customer service delivery). Mainstreaming provides a framework tliat facilitates and complements equal opportunities legislation and other equality **measures.**

This strategy deals with Equality Impact Assessments, Consultation, Monitoring and collection of data and sets out tl1e Board's equality objectives (outcomes).

Training is also integral to mainstreaming equalities. Members and staff all need to have an awareness of equalities issues as well as an understanding of tl1eir responsibilities under legislation and in terms of this strategy. As the Board is comprised of elected members of the Council, *they* are subject to an ongoing training programme which, whilst not specific to the Board's business, includes equalities issues. Staff are subject to the Council's training regime and requirements as employees of the Council.

# Functions and Policies of the Board

Broadly speaking, tl1e Board's functions are to:

* Accept and process to grant, vary, transfer, review or refuse all applications for liquor premises licences
* Accept and process to grant, va1y, review or refuse all applications for personal licences
* Accept and process to grant, vary or refuse all applications for occasional extensions and occasional licences
* Accept and process to grant, vaty, transfer, review or refuse all applications for gaming premises licences
* Accept and process to grant, vary, transfer, review or refuse all applications relative to Gambling Premises and the operation of gaming machines in alcohol licensed premises and members clubs.
* Accept and process to grant, vary, review or refuse registrations for Non­ Commercial Societies.
* Formulate, consult on and adopt policies in relation to the Board's licensing functions.
* Provide general support and guidance to the trade and the community on the above.

#### Policies

The Board has the following policies in place

* Policy Statement in terms of the Licensing (Scotland) Act 2005
* Statement of Licensing Principles in terms of tl1e Gambling Act 2005

#### Equality Impact Assessment

The way in which the Board develops policies and conducts it's act1v1t1es should reflect its commitment to diversity and equality. The Board recognises that it must ensure its policies and procedures do not discriniinate, and that it considers equality fully when it develops new policies and activities or consider changes to any of this.

Impact Assessments will be conducted using Equalities Impact Assessment Forms and Guidance developed *by* the Council. Falkirk Council has had an Equality Impact Assessment (EQIA) process in place for a number of years. The purpose of tl1e Equality Impact Assessment process is to assess the impact of a particular policy or function on different protected characteristics and where appropriate lessen or remove any potential adverse impact. The evidence gained from the initial screening is used to infotm the ongoing development of policies and/or functions and any adverse impact or barriers which are identified will be investigated and alternatives considered. The EQIA toolkit is being reviewed to incorporate Poverty Assessments to ensure well informed decisions are made in respect of service delivery to meet the needs of our community.

*Any* new policies that are proposed, or indeed any new functions that arise, will be impact assessed, as will any proposed changes or re-design of existing functions and policies.

All reports then presented to the Board proposing new policies setting out new functions or proposing changes that have relevance to any equality strand will include details of:

* The assessment of the impact on the equalities strands;
* Consultation carried out in conjunction with that assessment; and
* Any action, including monitoring where appropriate, proposed in consequence of that assessment and consultation.

This will enable the Board to consider these matters in reaching decisions.

### Consultation

At the heart of the equality duties is the requirement to consult and *involve* people to assess the Board's progress on achieving its duties. The Board recognises that to improve equalities and eradicate discrimination stakeholders have to be involved not only in identifying potential discrimination but also in developing solutions and reviewing the progress and impact of those solutions. To maximise the benefits from involvement and to make sure that people have the opportunity to contribute fully, the Board will ensure that external stakeholders are involved in assessing our policies and activities. To that end, the Board will consult with the bodies detailed below on all new policies, or functions, or changes to these, on all impact assessments and on the development of this Strategy

#### Licensing Forum

The Licensing Fomm ("the Forum") is the medium through which the Board can engage with representatives of all parts of the community and ensure community views are taken into account in the development of Board policies and guidelines.

The Licensing (Scotland) Act 2005 lays down statuto1y groups that must be represented within the Fomm, these being:

* Holders of premises licences and personal licences
* The Chief Constable
* Persons having functions related to health, education or social work
* Young persons
* Persons resident within the Fo1um's area
* Licensing Standards Officer

The Act also prescribes minimum and maximum numbers for tl1e Fomm. At present iliere are 15 members, comprising:

* 4 holders of premises licences and personal licences
* 1 representative of the Chief Constable
* 3 persons having functions related to health, education or social work
* **1** young person
* 4 persons resident in the Falkirk Council area
* 1 representative of the Health Board
* 1 Licensing Standards Officer There are currently no vacancies.

The Board's aim is to become a public body that is closely in touch with its stakeholders. The Board recognises the need to understand the nature of the people it se1ves if it is to respond adequately to their needs and priorities. Members of the Board are accountable to tl1e public and

must demonstrate that they are credible to, and meeting the needs of, all stakeholders and not just some of them.

The Board understands that equality of opportunity cannot be achieved merely by treating everyone in the same way. Therefore, the success of it's policies and functions in the future will depend on it's ability to work with representatives of diverse groups more widely. The Forum is the main vehicle for this involvement and the makeup of the Forum is therefore of primary importance. The Council is responsible for the appointment of and support for the Forum.

#### Forth Valley Lesbian, Gay, Bisexual and Transgender (LGBT) Development Group

The Forth Valley Lesbian, Gay, Bisexual and Transgender (LGBT) Development Group consists of agency and community representatives working within or working across the Forth Valley area with a positive and active interest in LGBT issues. Two of the aims of the group are to promote greater understanding and raise awareness of LGBT-related issues to the public and relevant bodies, and to identify ways of combating discrimination and homophobia, biphobia and transphobia within legislation, education, press & media, and work environments.

#### Falkirk Disability Access & Assessment Group

Falkirk Disability Access & Assessment Group works across the Falkirk area to remove the barriers to social inclusion for people affected by disability. They have a role liaising with local authorities and other public bodies on access matters.

#### Central Scotland Regional Equality Council (CSREC)

Central Scotland Regional Equality Council (CSREC) is an autonomous voluntaiy organisation which brings together representatives from the statutory authorities, voluntaiy organisations and individuals who support the aims of the Equality Council.

#### Staff

Licensing staff have been involved in the development of this Strategy.

### Action

The measures proposed by the Board and the Equality Outcomes that it has set are as detailed in the Action Plan listed in **Appendix 1** to this Strategy.

### Monitoring

Monitoring is a way of ensuring tliat the Strategy is being implemented and working. It will highlight whether any particular action has been effective and what other action is required. The Clerk, at tl1e direction of the Board, will be responsible for implementing the Action Plan contained within this Strategy and providing an Annual Report to the Board on progress towards meeting tl1e Equality Outcomes.

The Board will review its Equality Outcomes every 4 years.

#### Service Delivery

The Board encourages feedback at any time both generally and specifically **in** response to consultations during the application process and when disseminating information.

#### Equalities Monitoring Form

The Equalities Monitoring Form is currently being reviewed by Falkirk Council and the Board will use the most up to date version of the form. This will be distributed with all application f01ms and also made available on tl1e Falkirk Council Licensing Board website pages. Info1mation will be collated, analysed and reported to the Board as part of the Annual Report.

Annual audits of complaints will be undertaken in Janua1y each year and an Equalities Monitoring Form issued to those involved in the process. Information will be collated, analysed and reported to the Board as part of the Annual Report.

#### Equalities Incident Monitoring Forms

The forms used will be the reviewed versions which will reflect the work done by the Council. These will be available for use by staff as necessaq, including the Licensing Standards Officers, who are the initial contact with regard to complaints. These will be collated and reported to the Board as part of tl1e Annual Report.

# Publicity

#### Strategy

The Board will make publicly available its Strategy. This will be accessible on the Council's website at: [www.falkirk.gov.uk](http://www.falkirk.gov.uk/)

It will also be available in printed and alternative formats, on demand by contacting the Clerk to the Board or making a request to the licensing office.

The Strategy will be circulated to all members and officers of the Board and to the Licensing Forum.

The Board encourages feedback and comment at any time.

#### Impact Assessments

Impact Assessments (including consultation information) will be available on tl1e Council's website at: [www.falkirk.gov.uk](http://www.falkirk.gov.uk/)

They will also be available in printed and alternative formats on demand by contacting the Clerk to the Board or making a request to the licensing office.

#### Annual Reports

These reports will be published no later than April eveq year and will be available on the Council's website at: [www.falkirk.gov.uk](http://www.falkirk.gov.uk/)

They will also be available in printed and alternative fo1mats on demand by contacting the Clerk to tl1e Board or making a request to the licensing office.

Annual Reports will be prepared by the Clerk and, as stated in this Strategy, will contain details

of:

* Progress against the Action Plan and Equality Outcomes
* Equalities Monitoring Statistics
* Equalities Incidents

### Contact Details

**Falkirk Licensing Board**

Clerk to the Licensing Board Falkirk Council

Municipal Buildings West Bridge Street Falkirk

FK15RS

Licensing queries can be e-mailed to -

Telephone: 01324 501575

Fax: 01324 501588

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Falkirk- 2

## [licensing@falkirk.gov.uk](mailto:licensing@falkirk.gov.uk)

Licensing information can be found on the Council's website at -

## [www.falkirk.gov.uk](http://www.falkirk.gov.uk/)

Appendix 1

Action and Equality Outcomes

*Protected characteristics: age; disability; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.*

|  |
| --- |
| The operation of the Licensing Board will contribute to fair, effective and efficient decision making |
| The Licensing Board will provide effective leadership of equalities activity through its processes of com liance and monitoring  The Licensing Board will contribute to the health, safet and well - being of the people of Falkirk |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lead Service** | **2013** - | **2014-** | **2015** - | **2016** - | **Result/ Annual** |
|  | **2014** | **2015** | **2016** | **2017** | **Review** |
|  | **Actions** | **Actions** | **Actions** | **Actions** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Chief Executive Office (Governance Division)** | Increase Board Members' and licensing board staff's understanding and awareness of the general and specific equality duties.  Members are able to access Falkirk Council's equality e-learning  packa e | Electoral cycle: Licensing Board Members understand and are aware of the general and specific equality duties.  Members are able to access Falkirk Council's equality e­ learning package. | Members will be familiar about equality legislation and how it impacts on decision making. |

|  |  |  |
| --- | --- | --- |
|  | Licensing policy review (3 year cycle) will be  subject to an equality and poverty impact assessment | Completed EPIA |

|  |  |  |  |
| --- | --- | --- | --- |
|  | Equality will  be embedded into the licensing compliance and monitoring  rocesses | Will develop a process for capturing equality monitoring information from personal licenceholders (5 year cycle).  Process developed for premises licenceholders (annual cycle) | Equality will be embedded into the compliance and monitoring reporting cycle. |

|  |  |  |
| --- | --- | --- |
|  | Based on the findings from licensing reviews the Licensing Board staff will arrange **one** relevant information **event per year** targeted at licence holders. | The purpose of this will be to ensure increased compliance by licence holders resulting in a reduction of licensing reviews. |

|  |
| --- |
|  |

**Appendix2**

**Licensed Premises Statistics\***

|  |
| --- |
| **PREMISES LICENCES (LIQUOR)** |

|  |  |
| --- | --- |
| On Sales | 114 |
| Off Sales | 142 |
| On & Off Sales | 79 |
| Registered Clubs | 31 |
| **TOTAL** | **366** |
|  |  |

|  |
| --- |
| **PERSONAL LICENCES (LIQUOR)** |

|  |  |
| --- | --- |
| Aoolied for to date | 1361 |
|  |  |

|  |
| --- |
| **APPLICATIONS FOR EXTENDED HOURS ON PREMISES LICENCES** |

|  |  |
| --- | --- |
| Aoolied for to date | 477 |
|  |  |

|  |
| --- |
| **APPLICATIONS FOR OCCASIONAL LICENCES** |

|  |  |
| --- | --- |
| Aoolied for to date | 1145 |
|  |  |

|  |
| --- |
| **PREMISES LICENCES (GAMING)** |

|  |  |
| --- | --- |
| Betting | 41 |
| Bingo | 2 |
| Adult Gaming Centre | 6 |
| Family Entertainment Centre | 0 |
| Notice of Automatic Entitlement | 64 |
| Gaming Machine Permits | 3 |
| Club Gaming Permits | 0 |
| Club Gaming Machine Permits | 0 |
| Lotteries Registrations | 145 |
| **TOTAL** |  |

|  |
| --- |
| \* **Information correct at 22 April 2013.** |

**Licence Holders**

The Board historically has not sought, and hence has not recorded, as part of the application process, Equalities Monitoring Information. Monitoring information will now be sought from all applicants. It has been possible, however, to extract gender statistics from our records relating to holders of personal licences.

#### GENDER

Male 48%

Female 52%

**vAppendix3**

# The Community of Falkirk

The Falkirk Council area sits at the centre of Scotland and encompasses Falkirk, Grangemoutl1, Polmont, Denny, Stenhousemuir, Larbert, Bonnybridge and Bo'ness in its 297 square kilometer footprint. According to the 2011 Census, tl1e population of Falkirk was 156,000 which is a 7.4% growth rate since 2001 - the seventh largest increase in Scotland.

#### Gender

According to the 2011 Census, there were 76,100 men (48.8% of tl1e total) and 79,900 women (51.2%) living in the Falkirk Council area in 2011.

#### Disability

According to tl1e Scottish Household Survey (2009-10), 15% of Falkirk's population had a disability, 13% had a limiting long term illness, and 19% had both. In Febma1y 2012, 2,950 people claimed Employment Support Allowance, 5,130 claimed Incapacity Benefit, and 10,630 claimed Disability Living Allowance.

#### Age

The age stmcture of Falkirk as per the 2011 Census is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **Age Group** | **Total** | **Falkirk%** | **Scotland%** |
| 0-4 | 9300 | 6 | 5.5 |
| 5-14 | 17300 | 11.1 | 10.6 |
| 15-24 | 18100 | 11.6 | 13.1 |
| 25-44 | 43000 | 27.5 | 26.4 |
| 45-64 | 43000 | 27.5 | 27.5 |
| 65-74 | 14100 | 9.1 | 9.1 |
| 75+ | 11300 | 7.2 | 7.8 |

#### Race

In 2001, tl1e Census identified minority ethnic communities made up 1% of the population of Falkirk, half the Scotland figure of 2.0%. The largest group is Pakistani followed by Chinese and Indian. Since 2001, there has been an influx to the UK of migrants from the EU, particularly from tl1e east European accession states. The Workers Registration Scheme, which ran from 2004 to 2011, recorded some 1,350 people from Eastern Europe coming to Falkirk within this period, of whom around half were from Poland and 20% each from Lithuania and Slovakia. These figures however, are not a reliable indicator of the number of people from eastern Europe living in tl1e area, as tl1ey do not include dependents and there is no guarantee that people who originally registered in any local authority area remained there - they may have returned home, or moved on to another area. It is hoped tliat the results of the 2011 census will *give* a better

picture of how many of these people have remained in the area. The number of registrations of Polish people has decreased substantially since a peak in 2007; the number of registrations of Romanian people is relatively small but has increased substantially since 2007.

#### Religion and Belief

The 2001 Census, the population of Falkirk indicted the following religious affiliations:

|  |  |
| --- | --- |
| **Religion** | % **of Falkirk Population** |
| Church of Scotland | 48.24 |
| Roman Catl1olic | 12.9 |
| Other Christian | 4.91 |
| Tewish | 0.04 |
| Buddhist | 0.06 |
| Muslini | 0.55 |
| Another Religion | 0.37 |
| Hindu | 0.03 |
| Sikh | 0.04 |
| None | 28.76 |
| Not Answered | 4.91 |

#### Gypsy/ Travellers

There is a significant Gypsy/Traveller population within Scotland (no official figures exist). Gypsy/Travellers can experience a number of problems, which include negative stereotyping, housing, health and education difficulties. The media can portray a negative slant on Gypsy/Traveller culture. Falkirk Council employs a Travelling Persons Officer who is based at the Travelling Persons Site, Redding Industrial Estate, Redding, Falkirk. There are 15 hard stand pitches with individual access to a chalet with toilet and washing facilities. One of the chalets is suitable for a wheelchair user. All caravans can be connected to an electricity supply. The site has its own CCTV system. Further details on how to apply for a pitch and how the pitches are allocated can be found on the Falkirk Council website.

#### Lesbian, Gay, Bisexual and Transgender (LGBT)

The UK Government estimates that 5-7% of the population are gay, lesbian or bisexual. Applying this to Falkirk's population suggests there are potentially between 7,720 and 10,800 lesbian, gay or bisexual adults in Falkirk. According to the British Social Attitudes Survey 2008, 94.6% of the population states that they are heterosexual, 0.6% are gay, 0.3% are lesbian, 0.4% are bisexual, 1.6% of respondents 'could not choose', and 2.5% did not answer. According to the Household Swvey experimental statistics 2010/11, 1.4% of Scotland's population is gay, lesbian or bisexual. If these Scottish and UK figures are applied to Falkirk, it is estimated that there are just over 2,000 gay, lesbian or bisexual people in the Falkirk Council area.

No data is available on the number of transgender and transsexual people within the Falkirk Council area.

Falkirk Council is a partner in the Forth Valley LGBT Development Group ([www.lgbtyouth.org.uk/falkirk).](http://www.lgbtyouth.org.uk/falkirk))

FK1nclude is a group for lesbian, gay, bisexual and transgender young people and their friends and allies aged 13-26. The group meets at Park Street Community Education Base, Park Street, Falkirk every Thursday between 6.30-8.30pm.

#### Falkirk Council Employees

Falkirk Council is the largest local employer within Falkirk.

#### Gender

The employment pattern in the Council is heavily gender segregated: men are concentrated in technical roles such as technical se1vices and constrnction repairs and maintenance and women work mostly in areas such as social renewal, learning and people development, clerical and administrative, and business support.

In March 2012, women represented approximately 72% of the council's workforce, but tended to be clustered in lower grades.

49% of female employees work part-time compared to 10% of male employees. The percentage of part-time employees who are female is increasing and tl1e percentage of males who work part­ time has remained static, or in some se1vices sluunk.

#### Disability

1.8 % of the workforce state that they are disabled. However, this figure will be inaccurate because many employees will not 'self-declare' and many will become disabled during their working life. 24% of disabled employees work part-time compared with 41% of non-disabled employees.

1. **Age**

The majority (56%) of Falkirk Council's workforce is above 44 years of age. Only 20% of the workforce is under 35 years of age. 4.3% of the workforce is aged between 16 and 24 compared witl1 11.25% of the local population. 2.3% of the workforce is aged between 65 and 74.

#### Race

The majority (99.45%) of Falkirk Council's workforce is White. Only 0.55% of the workforce are from minority etl1nic communities, although they make up at least **1**% of the population of Falkirk.

#### Religion and Belief

The majority of Falkirk Council's workforce (66.92%) is Christian. 27.22% of the workforce state that they have no religion, and 2.57% belong to other religions. The largest non-Christian group is Muslim, but all the major religions are represented throughout the workforce.

#### Lesbian, Gay, Bisexual and Transgender (LGBT)

There is currently no specific information available.

**Appendix4**

# Consultation

This draft schedule is available on our website at [**www.falkirk.gov.uk**](http://www.falkirk.gov.uk/)

It will be sent to all the consultees listed below and will be sent to any other interested party on request.

The consultation period is 3 June 2013 to 20 September 2013. Thereafter all responses will be considered and any appropriate adjustments made.

If you require any further information, please contact the Clerk to the Board, Falkirk Council, Municipal Buildings, \Vest Bridge Street, Falkirk, FK1 SRS.

Schedule of Consultees

1. Falkirk Licensing Board and its staff
2. Licensing Standards Officers
3. Falkirk Local Licensing Forum
4. Forth Valley LGTB Development Group
5. Falkirk Disability Access & Assessment Group
6. Central Scotland Regional Equality Council.

