

EQUALITY IMPACT ASSESSMENT

SECTION 1:

Title	Draft Busking & Street Entertainment Policy 2020																					
<p>What are you analysing?</p> <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? Are any specific groups targeted by this decision? • What results are intended? 	<p>Background</p> <p>The aim of this policy is to introduce regulation for busking and street entertainment within the borough of Westminster. The council currently receives about 2,200 complaints a year from local residents and businesses related to noise or obstruction connected with busking. The feedback from the council's enforcement teams is that, whilst many buskers are considerate and well-behaved, current powers are insufficient to act against those buskers who are persistently flouting noise and obstruction regulations.</p> <p>Historically, the council has encouraged buskers to adhere to a voluntary Code of Conduct, supported the development of Street Performers Associations and partnered with the Mayor of London's Busk in London scheme - to encourage a self-regulated culture of consideration. However, the evidence strongly indicates that this voluntary approach has proved insufficient. Therefore, the council proposes to introduce a licensing scheme for buskers, under Part V of the London Local Authorities Act 2000. This will be introduced across the Centre of our City namely the areas of:</p> <table border="1" data-bbox="488 1084 1198 1382"> <tr> <td>Paddington</td> <td>Soho</td> <td>Embankment</td> </tr> <tr> <td>Mayfair</td> <td>Leicester Square</td> <td>Trafalgar Square</td> </tr> <tr> <td>Marylebone</td> <td>Chinatown</td> <td>Whitehall</td> </tr> <tr> <td>Bayswater</td> <td>Piccadilly</td> <td>Parliament Square</td> </tr> <tr> <td>Oxford Street</td> <td>Covent Garden</td> <td>Victoria</td> </tr> <tr> <td>Regent Street</td> <td>The Strand</td> <td>Knightsbridge</td> </tr> <tr> <td>New Bond Street</td> <td>Charing Cross</td> <td>Belgravia</td> </tr> </table> <p>Busking and street entertainment is proposed to be prohibited in these areas, unless the busker and street entertainer is permitted under and in accordance with (a) the terms and conditions of designated pitches and (b) the terms and conditions of a busking and street entertainment licence.</p> <p>What this Equality Impact Assessment (EIA) is evaluating</p> <p>This EIA is evaluating the impact of the entire Street Entertainment Policy, including the proposed licensing scheme and the other accompanying proposals (see below for more details of these). The proposals within the policy have the potential to impact on all local residents and visitors to Westminster, however this report assumes that the impact will be strongest on buskers who perform regularly in the areas that are being licensed, as well as on the businesses and residents in these areas.</p> <p>Key features of the Policy</p>	Paddington	Soho	Embankment	Mayfair	Leicester Square	Trafalgar Square	Marylebone	Chinatown	Whitehall	Bayswater	Piccadilly	Parliament Square	Oxford Street	Covent Garden	Victoria	Regent Street	The Strand	Knightsbridge	New Bond Street	Charing Cross	Belgravia
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Promoting Self-Regulation

- **Voluntary Code of Conduct:** Fostering a positive and co-operative relationship between all users of the shared space by setting clear guidelines on responsible busking whether a busker or street entertainer is in a regulated or non-regulated area.
- **Busking and Street Entertainment Forum:** This will be held twice a year and will be a formal meeting designed to regularise and support our engagement with the community. Giving buskers and street entertainers a platform to raise issues and have questions answered, share and develop ideas, and work together on ways of promoting busking and street entertainment in our City. It is also intended that this Forum will play a key role in co-ordinating and driving self-regulation standards across the City whilst being underpinned by regulation in some areas, as well as monitoring and reviewing the impact of this policy during its first year of implementation (detailed in para 6.3).
- **Supporting SPAs:** The council will continue to support established and newly created SPAs across the City who play a vital and important role in supporting engagement between performers and with the wider community to foster good relations with all users of the shared public space through
 - Operating a queuing or ballot system for popular busking and street entertainment locations.
 - Pro-actively asking other buskers and street entertainers who may be too loud to adjust their volume and helping to control audiences and prevent them from causing a nuisance.

Introducing Regulation and Control

Introducing a licensing scheme for certain locations within our City (below), where there is reason to believe that as a result of busking and street entertainment there has been, is being, and will continue to be undue interference with or inconvenience to or risk to safety of persons using a street and/or nuisance to occupiers of nearby property. Busking and street entertainment to be prohibited in these areas apart from performers who are licensed to operate under a number of conditions from 26 identified designated pitches. This will also give the council dedicated powers to tackle nuisance associated with busking and street entertainment.

Regulated Area	Pitches
Paddington	-

	Mayfair	-
	Marylebone	-
	Bayswater	-
	Oxford Street	Pitch 1: Marble Arch Pitch 2: Old Quebec Street Pitch 3: Vere Street
	Regent Street	Pitch 4: Princes Street
	New Bond Street	-
	Soho	-
	Piccadilly	Pitch 5: Glasshouse Street Pitch 6: Eros Statue
	Chinatown	Pitch 7: Chinatown
	Leicester Square	Pitch 8: Leicester Square North West Pitch 9: Leicester Square North East
	Covent Garden	Pitch 10: Covent Garden James Street Pitch 11: Covent Garden James Street Pitch 12: Market Square James Street Pitch 13: Royal Opera House Pitch 14: London Transport Museum Pitch 15: St Pauls Church
	Trafalgar Square	Pitch 16: St Martins Pitch 17: Trafalgar Square Charing Cross Road Pitch 18: Trafalgar Square North Terrace Pitch 19: Trafalgar Square North Terrace Pitch 20: Trafalgar Square North Terrace Pitch 21: Trafalgar Square North Terrace Pitch 22: Trafalgar Square North Terrace Pitch 23: King Charles Statue Pitch 24: Northumberland Avenue
	Charing Cross	Pitch 25: Charing Cross Station
	Embankment	Pitch 26: Northumberland Avenue/Hungerford
	The Strand	-
	Whitehall	-
	Parliament Square	-
	Victoria	-
	Knightsbridge	-
	Belgravia	-
<p><u><i>Policy Monitoring and Review</i></u></p> <p>This policy represents an entirely new approach to busking in our City and has been carefully designed to balance the needs of everyone that shares the public space, by taking a targeted approach. However, the council remains committed to ongoing quarterly monitoring to account for the seasonality changes, and an annual report of will be</p>		

	<p>published after one full calendar year of operation that considers the policy impact and effectiveness.</p> <p>This review will consider:</p> <ul style="list-style-type: none"> • The effectiveness of the Code of Conduct • A review of licensing including the areas, conditions of the licence, fees and duration of licences, and whether the scheme should be reduced or expanded beyond the current designated streets. • Resource and finance implications <p>To assist in our review the council will:</p> <ul style="list-style-type: none"> • Review the data available and consider the views of our enforcement officers • Use quarterly forum groups which include buskers and street entertainers, local businesses and residents to gather qualitative evidence on how the policy is operating • Invite interested stakeholders to feed back to us with their views on how effective the policy has been. We will facilitate this process by using an open survey which will ask for views on aspects such as whether buskers and street entertainers are more compliant as a result of the policy, how well the complaints process is working, and how the policy has affected the look and feel of the City's public spaces.
	<p>(i) Full Name: Kirsty Munro</p> <p>(ii) Position: Principal Policy Officer</p> <p>(iii) Unit: Policy, Performance and Communications</p> <p>(iii) Contact Details: kmunro@westminster.gov.uk</p>
Date sent to Equalities@westminster.gov.uk	17.11.20
Version number and date of update	2

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"> • <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i> • <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i>
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<p>How many people use the service currently? What is this as a % of Westminster's population?</p>	<p>Busking in Westminster has the potential to impact in a general sense on every resident, local employee, performer or visitor/tourist to the borough. However, visitors and tourists who come to Westminster should only be staying in the local area for a short amount of time, and any impact (positive or negative) from busking should therefore also be very limited. For this reason, this EIA does not consider tourists and short-term visitors to the borough as a group that is impacted by busking.</p> <p>This leaves three different groups of people who may be impacted by busking in Westminster. These are:</p> <ul style="list-style-type: none"> • Any buskers who perform regularly in Westminster • Any businesses which are based in Westminster • Any residents of Westminster <p>Buskers who perform regularly within the licensed areas</p> <p>The council does not currently gather demographic data on buskers who perform regularly within the licensed areas. Verbal evidence from council enforcement officers who work regularly with buskers in busking 'hotspots' strongly indicates that very few (less than 1%) of buskers who perform in these areas are Westminster residents, and approximately 50% are not British citizens. This, combined with the transient nature of busking, makes monitoring of this group very difficult.</p> <p>Businesses based within the licensed areas</p> <p>The Westminster profile from 2018 states that there are 55,398 businesses based in Westminster.</p> <p>Residents living in the licensed areas</p> <p>The Westminster profile from 2018 states that there are 247,614 residents living in Westminster.</p>
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<p>Gender</p>	<p>Anecdotal evidence from council enforcement officers who regularly have contact with buskers in the licensed areas suggests that the vast majority (approximately 90%) of these buskers are male.</p>
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This suggests that men are over-represented amongst buskers compared to the local resident population (shown below).

Table 1: Gender breakdown for Westminster population

	Westminster Population (2018 ONS Mid-year estimates)
Women	48%
Men	52%

Disability

Anecdotal evidence suggests that the number of buskers with physical disabilities within the licensed areas is low. However, a larger minority of buskers are impacted by low-level mental health issues such as depression, sometimes associated with substance misuse.

City wide data identifies that 9% of the working age Westminster population is estimated to have a serious or moderate physical disability¹. In addition, an estimated 16% of the local working age population may have a common mental health issue².

Whilst the lack of quantitative demographic data on disabilities amongst buskers makes analysis difficult, the available evidence would seem to suggest that the prevalence of disability amongst buskers in the licensed areas is not considerably higher than in the general Westminster population.

Sexual orientation

There is no data or anecdotal evidence available for buskers for this characteristic.

Local data for Westminster is not gathered on this characteristic. The Office of National Statistics estimate the Lesbian, Gay and Bisexual population of London to be 2.2-3%.

Race

Anecdotal evidence suggests that the majority of buskers in the licensed areas are white British or European. A minority of buskers are from a BME background. Another minority of buskers are from a Roma/Traveller background.

This broadly corresponds with the ethnic breakdown for the local population (see below), with the exception of there being more Roma amongst buskers, however this cannot be fully clarified without more detailed demographic data on buskers.

Table 2: Ethnicity data for Westminster

Ethnicity	Westminster population (GLA Ethnic Projections for 2018 – persons)
White	60%
Black	7%
Arab	8%
Asian	12%
Mixed	5%
Other (includes Chinese)	6%

¹ PANSI information 2015

² Ibid

Age	<p>Anecdotal evidence suggests that the majority of buskers within the licensed areas are in their mid to late 20's.</p> <p>Table 3: Age data for Westminster population</p> <table border="1" data-bbox="453 371 1299 667"> <thead> <tr> <th>Age</th> <th>Westminster Population (2017 ONS Mid-year estimates, for adult population)</th> </tr> </thead> <tbody> <tr> <td>16-24</td> <td>13%</td> </tr> <tr> <td>25-44</td> <td>45%</td> </tr> <tr> <td>45-64</td> <td>27%</td> </tr> <tr> <td>65-74</td> <td>8%</td> </tr> <tr> <td>75+</td> <td>7%</td> </tr> </tbody> </table> <p>When compared to the age data for the Westminster population, this would suggest that young people are overrepresented amongst buskers.</p>	Age	Westminster Population (2017 ONS Mid-year estimates, for adult population)	16-24	13%	25-44	45%	45-64	27%	65-74	8%	75+	7%
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45-64	27%												
65-74	8%												
75+	7%												
Pregnancy and maternity/children in household	<p>There is no data or anecdotal evidence available for buskers for this characteristic.</p> <p>The household composition of the Westminster population is shown below:</p> <p>Table 4: Household composition data for Westminster</p> <table border="1" data-bbox="416 1034 1040 1507"> <thead> <tr> <th></th> <th>Westminster Population (2011 Census)</th> </tr> </thead> <tbody> <tr> <td>Pregnant women</td> <td>Information not available</td> </tr> <tr> <td>Households with children</td> <td>19%</td> </tr> <tr> <td>Of which are lone parents</td> <td>6%</td> </tr> <tr> <td>Single people</td> <td>81% (54% men, 46% women)</td> </tr> </tbody> </table>		Westminster Population (2011 Census)	Pregnant women	Information not available	Households with children	19%	Of which are lone parents	6%	Single people	81% (54% men, 46% women)		
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Pregnant women	Information not available												
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Of which are lone parents	6%												
Single people	81% (54% men, 46% women)												
Religion or belief	There is no data or anecdotal evidence available for buskers for this characteristic.												
Economic activity	<p>Anecdotal evidence suggests that a majority of buskers within the licensed areas are reliant upon income from their busking to sustain themselves. A minority, who could be considered 'professionals', have a regular income from music production and supplement this with busking.</p> <p>By comparison, household projections from the 2018 ONS demonstrate that approximately 17% of working-age Westminster residents were in receipt of working age benefits in that year. Whilst this is not directly comparable to any anecdotal evidence about buskers, it implies that people on low incomes may be overrepresented amongst buskers.</p> <table border="1" data-bbox="416 1973 1528 2087"> <thead> <tr> <th>Benefit</th> <th>Percentage of Working age adults in Westminster claiming benefit</th> </tr> </thead> <tbody> <tr> <td>Disability Benefits</td> <td>7.2%</td> </tr> </tbody> </table>	Benefit	Percentage of Working age adults in Westminster claiming benefit	Disability Benefits	7.2%								
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	Employment and Support Allowance	3.0%
	Income Support	0.5%
	Jobseeker's Allowance	1.0%
	Tax Credits (UC working only?)	0.7%
	Universal Credit	2.0%
	Carer's Allowance	2.3%
	Other - inc bereavement	0.7%
	Total in receipt of benefits (where known)	17.3%

<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</p>	<p><i>If yes, provide details.</i></p> <p>The anecdotal evidence suggests that buskers who regularly perform in Westminster within the licensed areas which will be impacted by this policy are more likely to be (compared to the local population):</p> <ul style="list-style-type: none"> • Male • White • Within the 16-24 and 25-44 age categories • On lower incomes 										
<p>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</p>	<p><i>If yes, provide details.</i></p> <p>The anecdotal evidence suggests that buskers who regularly perform in Westminster within the licensed areas which will be impacted by this policy are less likely to be (compared to the local population):</p> <ul style="list-style-type: none"> • Female • From a BME background • Within the 45+ age categories • On higher incomes 										
<p>2.4</p>	<p>Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?</p>										
	<p>One of the main impacts of the policy should be to reduce the number of buskers performing at any one time within the licensed areas. The noise levels from busking in these areas should also be reduced due to many of the pitches in the licensed areas being reserved for non-amplified performances only.</p> <p>Residents and local businesses</p> <p>This change is anticipated to have a neutral or positive impact on any residents or businesses situated in the licensed areas. Key positive impacts should include:</p> <ul style="list-style-type: none"> • A reduction in ambient noise from busking • Less likelihood of obstruction from buskers and their crowds on pavements and pedestrianised areas <table border="1" data-bbox="459 1998 1528 2078"> <thead> <tr> <th></th> <th>None</th> <th>Positive</th> <th>Negative</th> <th>Not sure</th> </tr> </thead> <tbody> <tr> <td>Men or women</td> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </tbody> </table>		None	Positive	Negative	Not sure	Men or women	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	None	Positive	Negative	Not sure							
Men or women	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							

People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled ³ people (consider different types of physical, learning or mental disabilities)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Buskers

The impact on buskers who perform within the licensed areas could be both positive and negative for all groups. Positive impacts should include:

- Having clearer guidance (through the licensing conditions) on good behaviour for buskers, which should give considerate buskers more agency to address problematic individuals themselves in the first instance, either individually or through the SPA.
- Having clearly designated pitches should help avoid noise clash between different performances within the licensed areas, which could help licensed performers to attract more footfall and donations.

There are however some potential negative impacts for buskers, who are more likely to have the protected characteristics outlines above. These impacts could include:

- Some of the non-amplified pitches are located in areas with high levels of ambient noise (e.g. traffic), which could mean that licensed buskers performing in these areas are not able to be heard and cannot bring in the same level of donations as they could previously.
- The limited number of pitches within the licensed areas could mean that there is insufficient space for the number of buskers who wish to perform, leading to some performers not being able to busk in their regular position and therefore

³ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

losing revenue either in the short or the long-term. This could particularly impact on buskers who are on low incomes and reliant on their performances to earn a living.

	None	Positive	Negative	Not sure
Men or women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disabled ⁴ people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
2.6	Provide brief reasons on how have you come to this decision?

⁴ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

	<p>Most of the impacts from the Street Entertainment Policy should be positive for residents, businesses and buskers within the licensed areas. However, there is the potential for some buskers (who are more likely to have the protected characteristics outlined in Section 2) to be negatively impacted by the policy. Since negative impacts should be limited to buskers, only this group will be considered in section 3 of this EIA, and this section will also set out the measures that are being taken to mitigate any negative impacts.</p>
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SECTION 3: ASSESSING THE IMPACT

This section of the EIA assesses the impacts (both positive and negative) of the Street Entertainment proposals on buskers who perform in Westminster.

Positive impacts:

- As part of the proposals, the council remain committed to balancing the interests of buskers and street entertainer interests by embedding this policy within a wider busking and street entertainment strategy that ensures we continue to encourage and support talent that contributes to our City's lively and diverse street scene including:
 - establish a dedicated busker and street entertainment website that provides information and relevant updates to buskers and street entertainers
 - promote the community through events
 - formalise an ongoing platform of engagement through the Forum to ensure that buskers and street entertainers have a voice in the decisions we and our wider community take, as well as considering changes to the policy as it embeds including the variation of pitch terms and conditions as well as the addition of any new pitches
 - work with residents, businesses, buskers and street entertainers, as well as other music and theatre institutions to curate the performer spaces for relevant activities such as busker and street entertainment competitions, seasonal events or student showcases.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact*	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What, if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men			X	<p>Reduced donations to buskers due to non-amplified pitches</p> <p>More competition between buskers for pitches, leading to a reduction in donations for some buskers</p>		<ul style="list-style-type: none"> As set out under the positive impacts In addition, the proposals in the Street Entertainment policy will be kept under review quarterly, and expect through the Forum buskers to engage with us to provide their feedback on the impact of the policy. The council is able to make amendments locally to the policy if necessary 	
	Women			X	As above		As above	
Race	White			X	As above		As above	

	Mixed/Multiple ethnic groups			X	As above		As above	
	Asian/Asian British			X	As above		As above	
	Arab			X	As above		As above	
	Black/African/Caribbean/ Black British			X	As above		As above	
	Gypsies / travellers			X	As above		As above	
	Other ethnic group			X	As above		As above	
Disability	Physical			X	As above		As above	
	Sensory			X	As above		As above	
	Learning Difficulties			X	As above		As above	
	Learning Disabilities			X	As above		As above	
	Mental Health			X	As above		As above	
Sexual Orientation	Lesbian, gay men, bisexual			X	As above		As above	
Age	Older people (50+)			X	As above		As above	
	Younger people (16 - 25)			X	As above		As above	
	Children			X	As above		As above	
Gender Reassignment				X	As above		As above	

Impact due to pregnancy/maternity			X	As above		As above	
Groups with particular faiths and beliefs			X	As above		As above	
People on low incomes			X	As above Buskers will need to pay a license fee under the new policy, which could impact on buskers income Buskers will need to renew this license every one or six months		<ul style="list-style-type: none"> The cost of a license will be nominal, at £20 for a 6 month licence, and £10 for a one month licence. A discount for students will be made available. The council are heavily subsidising the cost of the licence application and enforcement to keep costs as low as possible for buskers. This fee will be kept under review 	

SECTION 4: ACTION PLAN

4.1	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p>NB. Add any additional rows, if required.</p>						
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
	The council will use the data gathered through the licensing schemes to create a more accurate picture of the demographics of buskers who perform in these areas	All	The council will have some quantitative demographic data on buskers who perform locally		Francisco Franco-Mendes, Project Manager for Street Entertainment project		