



**Appendix 1 - Equality Impact Assessment**

<b>Question</b>	<b>Response</b>
1. Name of policy/funding activity/event being assessed	Street Trading Policy
2. Summary of aims and objectives of the policy/funding activity/event	<p>05 11 2025: Further update of the existing Street Trading Policy. It was last updated in 2022. Covering the handling of applications, renewals and existing street trading consents.</p> <p>03 02 2026: Following objections regarding the requirement in the draft policy for a Basic DBS at the joint Environment &amp; Rural Overview and Scrutiny Committee and subsequent Councilor workshop, it was agreed that the Basic DBS requirement would be removed.</p>
3. Who is affected by the policy/funding activity/event?	Street Trading applicants, members of public and businesses in proposed street trading locations.
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	A consultation has taken place between 8th October to 22nd October 2025. Stakeholders including Lincolnshire County Council, Lincolnshire Police & Fire & Rescue, Town and Parish Councils, existing Consent Holders and the public.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The policy can be reviewed in light of any operational issues found and will be reviewed if there is any guidance or legislative change. It is anticipated that the policy will be reviewed every 5 years in the absence of the above. However, if there are no changes applicable it could be kept in force for longer.

<b>Protected Characteristic</b>	<b>Is there a potential for positive or negative impact?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact e.g. adjustment to the policy</b> <i>(The Action Log below should be completed to provide further detail)</i>
Age	No impact	<p>Date of Birth asked for on the application form.</p> <p>Each application is reviewed.</p>	The policy sets out the application process. Only if someone is under the age of 16years is age the sole determining factor (to comply with Local Government (Misc Prov) Act 1982 Schedule 4 (3) which states a street trading licence shall not be granted to a person under the age of 17 years) .
Disability	No impact	No disability specific questions on the application.	The policy, whilst not being determined by this individual protected characteristic, is in place to ensure standards are met and consents are issued on an equitable basis.



Gender Reassignment	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic has been put in place to ensure standards are met and consents are issued on an equitable basis.
Marriage and Civil Partnership	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic has been put in place to ensure standards are met and consents are issued on an equitable basis.
Pregnancy and Maternity	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic, has been put in place to ensure standards are met and consents are issued on an equitable basis.
Race	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic, has been put in place to ensure standards are met and consents are issued on an equitable basis.
Religion or Belief	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic, has been put in place to ensure standards are met and consents are issued on an equitable basis.
Sex	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic, has been put in place to ensure standards are met and consents are issued on an equitable basis.



<b>Sexual Orientation</b>	No impact	This protected characteristic does not affect the application or the process.	This policy has general protection levels and terms of operating. The policy, whilst not being determined by this individual protected characteristic, has been put in place to ensure standards are met and consents are issued on an equitable basis.
<b>Other Factors requiring consideration</b>			
<b>Socio-Economic Impacts</b>	No impact	Inspections are undertaken	This policy has general protection levels and terms of operating. This policy, whilst not being determined by an individual's socio-economic status, has been put in place to ensure standards are met and consents are issued on an equitable basis.
<b>Carers</b> (those who provide unpaid care to a family member, friend or partner)	No impact	Inspections are undertaken.	This policy, whilst not being determined by this individual characteristic, has been put in place to ensure standards are met and licences are issued on an equitable basis.

**Consultation**

<p>Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.</p>		
<b>Group/Organisation</b>	<b>Date</b>	<b>Response</b>
Licence Holders	04 11 2025	None identified
Police, Fire & Rescue & other partner agencies	04 11 2025	None identified
Public	04 11 2025	None identified
Grantham, Stamford & Bourne Town Council & all Parish Councils	04 11 2025	None identified

**Proposed Mitigation: Action Log**

<p>To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.</p>				
<b>Negative Impact</b>	<b>Action</b>	<b>Timeline</b>	<b>Outcome</b>	<b>Status</b>



## Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.		
Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	None identified	
Final Decision	Tick	Include any explanation/justification required
1. <b>No barriers</b> identified, therefore activity will <b>proceed</b>	X	
2. <b>Stop</b> the policy or practice because the data shows bias towards one or more groups		
3. <b>Adapt or change</b> the policy in a way that will eliminate the bias		
4. <b>Barriers and impact identified</b> , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to <b>proceed with caution</b> with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

**Did you consult with an Equality Ally prior to carrying out this assessment? Yes –**  
November 2025 and 3 February 2026

### Sign off

<b>Name and job title of person completing this EIA</b>	Heather Green Licensing Manager
<b>Officer Responsible for implementing the policy/function etc</b>	Heather Green
<b>Date Completed</b>	05 11 2025 & 03 02 2026
<b>Line Manager</b>	Ayeisha Kirkham
<b>Date Agreed</b> <i>(by line manager)</i>	12 11 2025 reviewed 4/2/26
<b>Date of Review</b> <i>(if required)</i>	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to [equalities@southkesteven.gov.uk](mailto:equalities@southkesteven.gov.uk).

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.