



## Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Corporate Enforcement Policy
2. Summary of aims and objectives of the policy/funding activity/event	The Council's Corporate Enforcement Policy was last revised in February 2017, and a review and update was necessary to ensure consistency across Council services.
3. Who is affected by the policy/funding activity/event?	This policy covers enforcement activities across all the Council's Regulatory Services, setting out what <b>regulated businesses and individuals</b> can expect from the Council in terms of regulation.
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.	<p>Lincolnshire Legal Services has been consulted, as have Heads of Service/ Managers/ Directors at SKDC who undertake regulatory functions. All feedback has been incorporated.</p> <p>The Policy has been considered by the Environment Overview and Scrutiny Committee in September 2025, Housing Overview and Scrutiny Committee and Rural and Communities Overview and Scrutiny Committee in October 2025.</p>
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.

Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i>
Age	No impact	This protected characteristic is not affected by the policy.	Enforcement action can be taken on all ages, and there is specific guidance provided in relation to the powers available for under 16s.
Disability	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.
Gender Reassignment	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are



			determined by this protected characteristic.
Marriage and Civil Partnership	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.
Pregnancy and Maternity	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.
Race	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.
Religion or Belief	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.
Sex	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.
Sexual Orientation	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.
<b>Other Factors requiring consideration</b>			
Socio-Economic Impacts	Positive	This policy relates to enforcement of laws and has a positive and multifaceted socio-economic impact. The enforcement action available can impact social wellbeing and health and improve quality of life.	The updated policy does not discriminate or unfairly disadvantage people but is targeted only at cases where action is needed and is based on the guiding principles of consistency, transparency, proportionality, and accountability.
Carers (those who provide unpaid care to a family member, friend or partner)	No impact	This protected characteristic is not affected by the policy.	Neither the policy nor requirements within it are determined by this protected characteristic.



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.

Group/Organisation	Date	Response

## Proposed Mitigation: Action Log

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.

Negative Impact	Action	Timeline	Outcome	Status

## 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	<p>The Council's Corporate Enforcement Policy was last revised in February 2017, and a review and update is necessary. This new over-arching policy is a full revision of the 2017 policy and covers the enforcement activities across all the Council's Regulatory Services. This policy also incorporates and updates three other enforcement policies to support ease of reference and consistent application. The new policy also provides an option for other enforcement policies to be added to the over-arching policy as an appendix.</p> <p>The updated policy does not discriminate or unfairly disadvantage people but is targeted only at cases where action is needed and is based on the guiding principles of consistency, transparency, proportionality, and accountability.</p>



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**

**Sign off**

<b>Name and job title of person completing this EIA</b>	Ayeisha Kirkham Head of Service- Public Protection
<b>Officer Responsible for implementing the policy/function etc</b>	Each Manager of a regulatory service covered by this Policy will be responsible for its effective implementation through the enforcement activities of their team. Each Officer within these teams will be responsible for applying it in relation to the enforcement activity covered by this Policy.
<b>Date Completed</b>	15 December 2025
<b>Line Manager</b>	Karen Whitfield
<b>Date Agreed</b> <i>(by line manager)</i>	18 December 2025
<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.