

## Equality Impact Assessment: *Adoption of a revised Street Trading Policy*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Licensing Committee – 30 July 2024	Adoption of the Street Trading Policy	Adoption of the Policy	Consent holders, resident, businesses and consumers.

**Factors to consider in the assessment:** For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low**

**assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers; asylum seekers).			It is not considered that the policy will have the potential for impact on this protected group(s)
<b>Disability:</b> as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	<b>Positive</b>	<b>Low</b>	<p>This draft policy has a positive impact as it introduces a DBS checking system for applicants and staff and a higher emissions standard which can affected people in vulnerable age groups who are immune compromised.</p> <p>It is recognised that any obstructions on the highway have the potential to impact on accessibility, and that at times parts of the city are already crowded by both people and street furniture. All applications require approval of location and layout of associated furniture. This is considered by Highways where necessary and this consultation and approval is specifically designed to prevent any adverse impacts of accessibility.</p>
<b>Sex/Gender</b>			It is not considered that the policy will have the potential for impact on this protected group(s)
<b>Gender reassignment</b>			It is not considered that the policy will have the potential for impact on this protected group(s)
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).			It is not considered that the policy will have the potential for impact on this protected group(s)

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).			It is not considered that the policy will have the potential for impact on this protected group(s)
<b>Age</b> (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	<b>Positive</b>	<b>Low</b>	This draft policy has a positive impact as it affords extra protections around schools, introduces a DBS checking system for applicants and staff and a higher emissions standard which can affected people in vulnerable age groups who are immune compromised.
<b>Pregnancy and maternity</b> including new and breast feeding mothers			It is not considered that the policy will have the potential for impact on this protected group(s)
<b>Marriage and civil partnership status</b>			It is not considered that the policy will have the potential for impact on this protected group(s)

**Actions identified that will mitigate any negative impacts and/or promote inclusion**

**Officer:** Simon Lane  
**Date:** 25 June 2024