



### Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact DHPS

Name of the <b>policy/practice/service</b> to be assessed	Dampness & Mould Policy	Is this a <b>new policy/practice/service</b> or a <b>revision to an existing?</b>	New Policy
<p><b>1.</b> Briefly describe the <b>aims, objectives and purpose</b> of the policy, practice, or service.</p>	<p>This policy document has been written to ensure that wherever possible, tenants are not adversely affected by the causes of condensation, damp or mould and drives forward, an agenda of initiative-taking action to tackle and manage and report on the causes of the above.</p>		

<p><b>2. Who is intended to benefit</b> from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants</p>																					
<p><b>3. What outcomes are wanted</b> from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>Ensure that there is a robust approach to addressing dampness and mould in our properties so that tenants are not adversely affected.</p>																					
<p><b>4. Which protected characteristics</b> could be <b>affected</b> by the policy, practice, or service?</p>	<p>(✓) tick all that apply</p> <table border="1" data-bbox="663 689 2114 1372"> <tr> <td data-bbox="663 689 1608 759">Age</td> <td data-bbox="1608 689 2114 759">✓</td> </tr> <tr> <td data-bbox="663 759 1608 829">Disability</td> <td data-bbox="1608 759 2114 829">✓</td> </tr> <tr> <td data-bbox="663 829 1608 900">Gender reassignment</td> <td data-bbox="1608 829 2114 900"></td> </tr> <tr> <td data-bbox="663 900 1608 970">Marriage/Civil Partnership</td> <td data-bbox="1608 900 2114 970"></td> </tr> <tr> <td data-bbox="663 970 1608 1040">Pregnancy/Maternity</td> <td data-bbox="1608 970 2114 1040"></td> </tr> <tr> <td data-bbox="663 1040 1608 1110">Race</td> <td data-bbox="1608 1040 2114 1110">✓</td> </tr> <tr> <td data-bbox="663 1110 1608 1181">Religion or belief</td> <td data-bbox="1608 1110 2114 1181"></td> </tr> <tr> <td data-bbox="663 1181 1608 1251">Sex</td> <td data-bbox="1608 1181 2114 1251"></td> </tr> <tr> <td data-bbox="663 1251 1608 1321">Sexual Orientation</td> <td data-bbox="1608 1251 2114 1321"></td> </tr> <tr> <td data-bbox="663 1321 1608 1372">Consider if you want to add any more e.g. ?</td> <td data-bbox="1608 1321 2114 1372"></td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race	✓	Religion or belief		Sex		Sexual Orientation		Consider if you want to add any more e.g. ?	
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5. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

**6. Evidence Gathering and Engagement**

**a. What evidence has been used for this assessment? For example, national statistics.**

Recent examples where tenants of other associations were impacted by mould and dampness because of language and cultural barriers.

Experience with communication with older and tenants with disabilities has shown these groups can struggle to report issues relating to their property.

**b. Who have you engaged and consulted with as part of your assessment?**

RSHA property services and housing management team.

**7. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.**

A group of a different race may not have English as their first language or not know English which could prove a barrier to them being able to have related issues addressed. However, our policy on equality, diversity and human rights addresses this risk. Age and disability can be a barrier to communication for tenants which could limit their ability to report damp issues clearly. This policy ensures that any reported issues are proactively investigated if an issue is reoccurring which would allow us to address a problem which may be worse than that being reported, preventing the issue worsening to the detriment of the tenant.

<b>8. What <b>actions</b> are <b>required</b> to address the impacts arising from this assessment? <i>(This might include collecting</i></b>	<b>Issue</b>	<b>Action</b>	<b>Timescales</b>

**Appendix 4: Dampness & Mould Policy EIA**

<p><i>additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></p>			
<p><b>9. Decision</b></p> <p>Please record decision e.g.,</p> <ul style="list-style-type: none"> <li>• No change/amend (see above)</li> <li>• Cease</li> <li>• Progress with risk (monitor and add to risk register?)</li> </ul>	<p>No change</p>		
<p>Signed</p>			
<p><b>Job title</b></p>	<p>Director of Housing and Property Services</p>		
<p><b>Date the EIA was completed</b></p>	<p>25/01/2023</p>		
<p><b>Review date</b></p>	<p>January 2026</p>		
<p><b>Date of any quality sample check</b></p>	<p>N/A</p>		

*Please attach the completed document as an Appendix to your policy, practice, or service report*