



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 CEO

Name of the policy/practice/service to be assessed	Infestations Policy	Is this a new policy/practice/service or a revision to an existing?	Review of Existing Policy
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	The aim of this policy is to ensure appropriate control measures are in place to prevent and eradicate an infestation of urban pests.		

2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i>	Tenants, staff and contractors.																		
3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i>	Properties are free from infestation of urban pests.																		
4. Which protected characteristics could be affected by the policy, practice, or service?	(✓) <i>tick all that apply</i> <table><tr><td>Age</td><td>✓</td></tr><tr><td>Disability</td><td>✓</td></tr><tr><td>Gender reassignment</td><td></td></tr><tr><td>Marriage/Civil Partnership</td><td></td></tr><tr><td>Pregnancy/Maternity</td><td></td></tr><tr><td>Race</td><td>✓</td></tr><tr><td>Religion or belief</td><td>✓</td></tr><tr><td>Sex</td><td></td></tr><tr><td>Sexual Orientation</td><td></td></tr></table>	Age	✓	Disability	✓	Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race	✓	Religion or belief	✓	Sex		Sexual Orientation	
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Sexual Orientation																			

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5. Are there any other groups or individuals who could be affected by the policy, practice, or service?

None

a. People with caring responsibilities, staff and tenants from lower socio-economic backgrounds? **Yes.** Households with caring responsibilities and those from lower socio-economic backgrounds may be disproportionately affected by infestations due to the potential impact on household wellbeing and the financial implications of pest control. The policy supports these groups by setting out responsibilities and arrangements for addressing infestations.

b. Do the rights of children need to be considered in terms of the UN Convention on the Rights of the Child (UNCRC)? **Yes.** The policy contributes to children's right to a safe and healthy living environment by helping ensure that homes are free from pest infestations and associated health risks.

6. 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.

7. Evidence Gathering and Engagement

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

To ensure that we are complying with best practice. No further evidence gathering is required.

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

Staff are made aware of the policy.

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

The policy will have a positive impact on the groups identified as it will ensure that every measure is taken to keep homes free from infestation when reported.			
9. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>	Issue	Action	Timescales
10. Decision Please record decision e.g., • No change/amend (see above) • Cease • Progress with risk (monitor and add to risk register?)	No Change		
Signed	Craig Wood		
Job title	Director of Housing and Property Services		
Date the EIA was completed	06 July 2026		
Review date	August 2031		
Date of any quality sample check			

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