

## Equality Impact Assessment: Housing Damp & Condensation 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:
Executive 23 <sup>rd</sup> September 2025	Housing Damp & Condensation Policy	To agree the updated policy	This policy is designed to detail services for those people with a vulnerability who may be adversely affected by damp and condensation in their home,

**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 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).	<b>Neutral</b>	<b>Low</b>	This group of people are not adversely affected by this policy but where there may be language barriers if English is not the person's first language, there are mechanisms in place to provide translation services if needed.
<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>Legislation governs all aspects of housing services provision in respect of protected characteristics such as those tenants with a disability.</p> <p>This policy recognises that those with a disability or long-term health condition could be affected by damp and mould in their home and this policy addresses these potential health risks.</p> <p>The policy recognises the broad nature of disability including mental health and that this can fluctuate over time.</p>
<b>Sex/Gender</b>	<b>Positive</b>	<b>Low</b>	<p>Legislation governs all aspects of housing services provision in respect of protected characteristics.</p> <p>We understand that whilst the policy doesn't discriminate, there is a recognition that some genders could be affected differently depending on the vulnerability.</p>

<b>Protected characteristic/ area of interest</b>	<b>Positive or Negative Impact</b>	<b>High, Medium or Low Impact</b>	<b>Reason</b>
<b>Gender reassignment</b>	<b>Positive</b>	<b>Low</b>	Legislation governs all aspects of housing services provision in respect of protected characteristics.  There is no evidence to suggest this will impact on any specific person based on this characteristic.
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	<b>Neutral</b>	<b>Low</b>	As above
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual).	<b>Positive</b>	<b>Low</b>	As above
<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>	The policy recognises that the very young, or older people Could be more susceptible to respiratory problems or weakened immune systems making them potentially more vulnerable to the health risks associated with damp and mould.
<b>Pregnancy and maternity</b> including new and breast-feeding mothers	<b>Neutral</b>	<b>Low</b>	This group could be affected by damp and condensation, this policy acknowledges this.
<b>Marriage and civil partnership status</b>	<b>Neutral</b>	<b>Low</b>	As above as this is a protected characteristic

**Note:**

Awaab's law which is due to come into force in October 2025 will be fundamental to the way in which damp & condensation in our Council homes is addressed.

**Officer: Sarah Hemming**

**Date: 17.07.25**