



## Damp and Mould Policy - Equality Impact Assessment (EIA)

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

MDH is required by law to have due regard to the need to:

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

EIA will be carried out by MDH in respect of new or revised policies and a copy of the assessment will be made available. Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action will be necessary.

<b>Service:</b>	Mid Devon Housing
<b>Name of policy being assessed:</b>	Damp & Mould Policy
<b>Lead officer responsible for EIA:</b>	Operations Manager for Building Services
<b>Is this a new or existing policy:</b>	New Policy

**1. What are the aims and objectives of the policy?**

The aim of the Damp and Mould Policy is to take every reasonable action to identify, remedy and provide advice on damp and mould in Council homes in order to ensure a safe, health and comfortable environment for our residents, as well as to protect the fabric of our buildings.

**2. What outcome do MDH want to achieve from this policy?**

This policy has been written to ensure that wherever possible, residents are not adversely affected by the causes of damp and mould and drives forward an agenda of proactive action to tackle/manage the causes of damp and mould.

**3. Who is intended to benefit from the policy?**

The Damp & Mould Policy will apply to all tenants

**4. Who are the main stakeholders in relation to the policy?**

- All tenants
- Household members
- Family members of tenants

**5. On the basis of the analysis above, what actions, if any, will MDH need to take in respect of each of the equality strands?**

<b>Characteristic:</b>	<b>Impact:</b> Please <input checked="" type="checkbox"/> the relevant box		<b>Comments/Action:</b>
<b>Age:</b>	Positive	<input checked="" type="checkbox"/>	Very young and old tenants are more likely to be impacted by the effects of ongoing damp and mould issues.  This will be mitigated by quick evaluation and resolution of any problems which may occur
	Neutral	<input type="checkbox"/>	
	Negative	<input type="checkbox"/>	
<b>Disability:</b> You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.	Positive	<input checked="" type="checkbox"/>	Tenants with a disability may be unable to resolve damp and mould problems themselves and may need assistance to help with causes  This will be mitigated by quick evaluation and resolution of any problems which may occur
	Neutral	<input type="checkbox"/>	
	Negative	<input type="checkbox"/>	

<b>Gender:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Gender reassignment:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Marriage and civil partnership:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Pregnancy and Maternity:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Race:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Religion and Belief:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		
<b>Sexual Orientation:</b>	Positive		The policy will have no impact.
	Neutral	✓	
	Negative		

<b>Result</b>		
Are there any aspects of the policy, including how it is delivered or accessed, that could contribute to inequality?	Yes	<p>No ✓</p> <p>No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken</p>
Will this policy have an adverse impact upon the lives of people, including employees and service users	Yes	<p>No ✓</p> <p>The policy provides a transparent framework that MDH will follow to ensure decisions on damp and mould and procedures that follow are</p>

		carried out in line with the policy.
<p><b>Monitoring and Review:</b> MDH will regularly review the EIA, in line with legislative changes or good practice, or if the policy impacts any group directly.</p> <p>Operations Manager for Building Services: Mike Lowman</p> <p>Signed:</p>		