

# Equality Impact Assessment Form



<b>Directorate: Housing and Inclusion</b>	<b>Service: Housing Services</b>
<b>Completed by: Jane Maguire</b>	<b>Date: 30 January 2023</b>
<b>Subject Title: Update on Actions – Damp and Mould</b>	
<b>1. DESCRIPTION</b>	
Is a policy or strategy being produced or revised:	No
Is a service being designed, redesigned or cutback:	Yes
Is a commissioning plan or contract specification being developed:	No
Is a budget being set or funding allocated:	Yes
Is a programme or project being planned:	No
Are recommendations being presented to senior managers and/or Councillors:	No
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ):	Yes
Details of the matter under consideration:	The actions being taken to mitigate the risks of damp and mould in our homes.
<p><i>If you answered <b>Yes</b> to any of the above go straight to Section 3</i></p> <p><i>If you answered <b>No</b> to all the above please complete Section 2</i></p>	
<b>2. RELEVANCE</b>	
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	<b>Yes</b> *delete as appropriate
If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered <b>Yes</b> go to Section 3</i>	
If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups:	
<b>3. EVIDENCE COLLECTION</b>	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	Existing WLBC tenants
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	The approach is universal and is targeting properties in which damp may be an issue however no specific tenant group will be impacted on or use the approach the most.

Which of the protected characteristics are most relevant to the work being carried out?	
Age	Yes
Gender	Yes
Disability	Yes
Race and Culture	Yes
Sexual Orientation	Yes
Religion or Belief	Yes
Gender Reassignment	Yes
Marriage and Civil Partnership	Yes
Pregnancy and Maternity	Yes
<b>4. DATA ANALYSIS</b>	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	The approach/service will be used by any tenant whose property has an issue with damp or mould.
What will the impact of the work being carried out be on usage/the stakeholders?	The impact of the work/action will be to complete work in tenants homes to reduce the risks and impacts to health from damp and mould.
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	The impact of this should be to improve views of services and approach being taken by WLBC
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	Initial data for this work is being taken for an independent property survey conducted by Savills.
If any further data/consultation is needed and is to be gathered, please specify:	N/A.
<b>5. IMPACT OF DECISIONS</b>	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	The approach should have an overall positive impact on all customers/tenants and will not impact on any specific characteristic.
<b>6. CONSIDERING THE IMPACT</b>	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	No negative impact has been found.
What actions do you plan to take to address any other issues above?	We have a working group in place who will continue to review our approach.
<b>7. MONITORING AND REVIEWING</b>	
When will this assessment be reviewed and who will review it?	This EIA will be reviewed in six months time by the Repairs Manager.