

APPENDIX C

Equality Impact Assessment

For a policy, project, service or other decision that is new, changing or under review

What is being assessed?		Damp and Condensation Policy			
Lead Assessor	Andrew Sowden Housing & Investment Manager			Assessment team	John Farquharson (Damp & Condensation Manager) Lydia Butcher (Coordinator)
Start date	October 2019	End date	April 2020		
When will the EqIA be reviewed?		April 2021			

Who may be affected by it?	Staff, Stevenage Borough Council Housing Tenants and Leaseholders				
What are the key aims of it?	<ul style="list-style-type: none"> • Ensure that our customers are treated in a fair and consistent way. • Focus on working in partnership with our tenants ensuring that a safe and healthy internal environment is provided. • Where reasonably practical, ensure that homes are maintained to the required habitable standard and the internal environment is safe and in a healthy condition and the fabric of the property is protected from damage. • Undertake effective investigations and implement all reasonable remedial repair solutions and improvements to eradicate damp including, managing and controlling condensation. • Ensure that our tenants have access to and/or are provided with comprehensive advice and guidance on managing and controlling damp and condensation. • Comply with statutory requirements and good practice. • Maximise the available budgets and ensure that they are used effectively and efficiently to deal with damp and condensation problems. 				

What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	Ensuring all are treated fairly and in a consistent way	Promote equal opportunities	Demonstrating what service can be expected from the council for all tenants	Encourage good relations	Encouraging partnership working

What sources of data / information are you using to inform your assessment?	<p>Fitness for habitation act 2018</p> <p>Landlord and tenant act 1985 (section 11, Repairs and Maintenance)</p> <p>Housing Act 2004 - Housing Health and Safety Rating System</p> <p>Decent homes standard</p>
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In assessing the potential impact on people, are there any overall comments that you would like to make?	This is a partnership between the council and tenants to ensure that damp and condensation can be effectively managed and controlled.
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Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact	Early identification and diagnosing damp and condensation. Providing assistance to remove mould growth and carry out decorations where tenants are elderly and unable to manage	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?	Promote how the council can provide assistance and guidance and the policy document	What do you still need to find out? Include in actions (last page)	Identifying damp and condensation cases and how to promote the policy		

Disability

e.g. physical impairment, mental ill health, learning difficulties, long-standing illness

Positive impact	Early identification and diagnosing damp and condensation Providing assistance to remove mould growth and to carry out decorations where tenants are unable to manage due to disability.	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?	Promote how the council can provide assistance and guidance and the content of the policy	What do you still need to find out? Include in actions (last page)		Identifying damp and condensation cases and how to promote the policy	

Gender reassignment

Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Marriage or civil partnership

Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A
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Please evidence the data and information you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Pregnancy & maternity					
Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Race					
Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Religion or belief					
Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A

Please evidence the data and information you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Sex					
Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Sexual orientation					
e.g. straight, lesbian / gay, bisexual					
Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)			

Socio-economic¹

e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users,
social value in procurement

Positive impact	Identifying financial difficulties and ability to heat properties (Fuel poverty)	Negative impact	N/A	Unequal impact	N/A
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Other

please feel free to consider the potential impact on people in any other contexts

Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

What are the findings of any consultation with:

Staff?		Residents?	
Voluntary & community sector?		Partners?	
Other stakeholders?	Housing Management Advisory Board (HMAB) and Portfolio Holder Advisory Group (PHAG) are supportive of the policy		

Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one) :			
1. No inequality, inclusion issues or opportunities to further improve have been identified		This EIA demonstrates the proposed policy is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.	
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made		
	2b. Continue as planned		
	2c. Stop and remove		

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Promote and include access to policy document on information and guidance leaflets	Yes	Andy Sowden	Sept 2020	Include in process and procedures.
Visits by council staff and contractors identifying possible damp and condensation issues	Identifying early signs of damp and providing guidance on the management and control of condensation damp	Andy Sowden	Sept 2020	Staff training and include in process and procedures.



Further consultations with internal services with regards communication and Housing Liaison Services	Promote equal opportunities across services by aligning policies	Andy Sowden	April 2020	Better communications between internal services
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Approved by Assistant Director / Strategic Director:

Date:

Please send this EqIA to equalities@stevenage.gov.uk