

## North View Housing Association Equality Impact Assessment Tool



Name of the <b>policy / proposal</b> to be assessed	Damp, Mould and Condensation Policy	Is this a <b>new policy / proposal</b> or a revision?	new
Person(s) responsible for the assessment	Alison Main		
<b>1. Briefly describe the aims, objectives and purpose</b> of the policy / proposal	The purpose of this Policy is to set out how the Association will respond effectively to and manage the risks from exposure to dampness, mould and condensation in our properties.		
<b>2. Who is intended to benefit</b> from the policy / proposal? <i>(e.g. applicants, tenants, staff, contractors)</i>	The Policy is intended to benefit staff and Management Committee.		
<b>3. What outcomes</b> are <b>wanted</b> from this policy / proposal ? <i>(e.g. the benefits to customers)</i>	The intended outcome is to ensure that approaches and processes for dealing with damp and mould in priorities are clear		
<b>4. Which protected characteristics</b> could be <b>affected</b> by the proposal? <i>(tick all that apply)</i> <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input checked="" type="checkbox"/> Race <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender <input type="checkbox"/> Reassignment <input type="checkbox"/> Sexual Orientation			

5. If the policy / proposal is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

**Age**

While damp and mould related health outcomes may affect people regardless of age, babies, children and older people are more sensitive to the effects of damp and mould. If a tenant has damp and mould in their home they are more likely to have respiratory infections, allergies or asthma. Damp and mould can also affect the immune system. The policy takes a proactive approach to addressing and resolving issues of damp and mould in properties, thereby reducing the negative impacts this can cause on health and wellbeing. Reasonable adjustments will be made to support elderly tenants.

**Disability**

While damp and mould related health outcomes may affect people regardless of disability or a person's health conditions or illnesses, people with respiratory problems such as allergies and asthma, those with a weakened immune system such as those having chemotherapy, and those with existing skin problems such as atopic eczema, are more sensitive to the effects of damp and mould. As well as physical health impacts, damp and mould can have a negative impact on the mental health of tenants living in homes with this problem. The policy takes a proactive approach to addressing and resolving issues of damp and mould in properties, thereby reducing the negative impacts this can cause on health and wellbeing. Reasonable adjustments will be made to support disabled tenants. Information can also be made available in large print and other formats.

**Race**

The Association can provide information in alternative formats including documents translated into other languages. Interpreting services are also available.

<b>6.</b> Describe the <b>likely positive or negative impact(s)</b> the policy / proposal could have on the groups identified in part 4	<b>Positive impact(s)</b>	<b>Negative impact(s)</b>
<b>7.</b> What <b>actions</b> are <b>required</b> 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>		

Signed: Auson Main (Job title): Director

Date the Equality Impact Assessment was completed: 16<sup>th</sup> March 2023