

Equality Impact Assessment

Directorate: Regeneration, Housing and Environment	
Service: Housing	
Name of Officer/s completing assessment: Holly Satterly, Hugh Wagstaff	
Date of Assessment: 26/02/2026	
Name of service/function or policy being assessed: Damp and Mould Policy	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To ensure that the council is compliant with the Regulator of Social Housing's (RSH) Safety and Quality Standard in providing safe council homes in its dealings with damp and mould.</p> <p>To foster respect and responsiveness for tenants in responding to damp and mould and ensuring robust record keeping, in order to meet the RSH Transparency, Influence and Accountability Standard.</p> <p>To prioritise the cases of damp and mould, which may have a serious impact on the health and safety of tenants.</p> <p>To ensure that the council works with tenants to prevent and remove damp and mould in their homes.</p> <p>To ensure that the council complies with the Housing Act 2004</p> <p>To ensure that the council is compliant with Awaab's Law's strict timescales for dealing with damp and mould and ensuring that oversight and accountability structures are in place for these legal requirements to be implemented consistently and effectively.</p> <p>Ensure that the council effectively communicates with tenants in reporting damp and mould.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>This policy will be implemented by multiple teams within housing: Housing Repair and Housing Management. This policy will also be undertaken by an external repairs contractor: Cardo.</p>

3.	<p>Who will be affected by this proposal? For example, who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Workforce: Employees and the contractor Cardo will have to adjust procedures and services to ensure that the standards set in these services are met. E.g. statutory timelines, communication commitment principals, response and diagnosis procedure.</p> <p>People with disabilities or health conditions, which make them particularly vulnerable to damp and mould will be positively affected, as the policy ensures that vulnerable people are made priority cases and ensures that services, communication methods and the scheduling of appointments are adjusted to meet their needs. The same applies to elderly people, young children and women who are pregnant or breastfeeding, who may be more vulnerable to cases of damp and mould.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The policy ensures that staff record that protected characteristics, which may be impacted by damp and mould, are recorded by staff and services are adjusted to ensure delivery, communication methods and scheduling of appointments are adjusted to meet the needs of individuals with protected characteristics.</p> <p>Accessible versions of the policy i.e. paper, in other languages and braille can be provided on request.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>Leaseholders and tenants in temporary accommodation – as they don't fall under the scope of this policy.</p>
6.	<p>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>There is a lack of data regarding protected characteristics of council housing tenants in Slough. Therefore, the impacts have been assessed using the data from public consultation sessions (survey results and in-person workshops) and the statutory requirements of Awaab's Law.</p>

7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Staff Consultation: After the first draft of the policy was created, staff members who work with damp and mould were consulted to ensure that the expectations set out by this policy were realistic and achievable. From these timelines were extended to ensure that they were the same as statutory timelines from Awaab's law to make the policy more realistic. In addition to this, it was agreed that an accessible summary of the damp and mould policy should be provided and that the policy scope needs to be clear that this just applies to HRA properties.</p> <p>Public consultation: The public consultation was held with an online survey and an in-person and online session for tenants, who had experienced damp and mould, to give their feedback on the policy draft. The feedback from the consultation sessions and the survey highlighted the importance of ensuring that the language in the policy is in plain English and is accessible. A key point that was highlighted was that tenants should receive explanations about what works were being completed in their homes regarding damp and mould in order to increase transparency and mutual understanding on how the council will remove and prevent damp and mould.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>The policy should include community relations as it allows council tenants to keep the council accountable with this policy, enforcing the Transparency, Influence and Accountability standard. In addition to this, the policy ensures that the council's communication with tenants is improved regarding damp and mould, strengthening relationships between the council and tenants.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Develop separate damp and mould policies for leaseholders and temporary accommodation tenants.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Performance targets will be monitored and reported to the Resident Board, who will be able to scrutinise and voice how the new policy has affected council tenants. Alongside this, the policy will be reviewed every 3 years.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	✓
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Develop a separate damp and mould policies for leaseholders and temporary accommodation properties.	Leaseholders, tenants in temporary accommodation	Angela Powell, Janet Weekes	To develop successful, compliant and fair policies which can be realistically implemented by staff and puts the needs of leaseholders and temporary accommodation tenants first.	To report on progress of developing policies in a Policy Tracker document, which will be shared at future board meetings and with the Regulator of	2027	These are to be developed once the damp and mould policy is approved and implemented

				Social Housing		
Provide an accessible easy to read, summary versions of the damp and mould policy is available for tenants to easily access and understand.	Tenants with limited literacy and or English language skills	Resident Involvement, Housing Repairs	Ensure that a short and easy to read summary of the damp and mould policy is available for council tenants in all formats.	Ensure that once the policy is published on the website and share this with the Resident Board.	June 2026	This is to be developed once the policy is approved.

Name:
Signed:(Person completing the EIA)

Name:
Signed:(Policy Lead if not same as above)

Date: