

Appendix 3

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Damp, Mould and Condensation Policy Cabinet Report	
Directorate: Adult Care, Housing & Public Health	Service area: Housing Property Services
Lead person: Lynsey Skidmore	Contact: 01709 334950 lynsey.skidmore@rotherham.gov.uk
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify Report	

2. Please provide a brief description of what you are screening
The report is seeking approval of the new Damp, Mould and Condensation Policy. It also provides an update on the current position with damp and mould reports in Rotherham Council and private sector homes and the approach taken by the housing service to deal with the issue.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	x	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	x	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	x	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		x
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	x	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	x	

If you have answered no to all the questions above, please explain the reason

The recommendations will improve the way the service deals with reports of damp, mould and condensation as well as improving the housing stock.

A report was presented to IPSC on 11th July 2023 providing an update on the current situation with damp and mould in Rotherham and the draft Policy. It has also been shared with tenant representatives of the Housing Involvement Panel and members of the Strategic Housing Forum. All comments/feedback has been positive to date. An

article was published by the Sheffield Star and Rotherham Advertiser following the IPSC meeting.

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

Mould spores are potent airborne allergens. Exposure to high concentrations of these allergens, over a prolonged period, can cause allergic type reactions, the development or worsening of asthma, respiratory infections, coughs, wheezing and shortness of breath. Therefore, the presence of mould within homes can disproportionately affect people with protected characteristics including younger children, older adults or someone with a health condition. The presence of mould may also have an impact on an individual's mental health.

The housing service prioritises the response time for anyone with a vulnerability towards damp and mould to enable it to be dealt with sooner.

The service is accessible and takes account of any barriers i.e. language and disability.

- **Key findings**

There is a need to ensure a robust performance management framework to ensure the service is being prioritised to individuals with a protected characteristic where the presence of mould may disproportionately affect them.

- **Actions**

Implement a robust process to ensure that the service is prioritised to individuals with a protected characteristic where the presence of mould may disproportionately affect them.

Implement a robust performance management framework to monitor service responses to individuals with a protected characteristic where the presence of mould may disproportionately affect them.

Date to scope and plan your Equality Analysis:	01.06.23
Date to complete your Equality Analysis:	20.07.23
Lead person for your Equality Analysis (Include name and job title):	Lynsey Skidmore, Interim Head of Contracts, Investment and Compliance

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
James Clark	Assistant Director of Housing	

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	20.07.23
Report title and date	Damp, Mould and Condensation Policy
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Cabinet- 18 th September 2023
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	