

Appendix 4

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Damp, Mould and Condensation Policy	
Date of Equality Analysis (EA): 20 th July 2023	
Directorate: Adult Care, Housing & Public Health	Service area: Contracts, Investment and Compliance
Lead Manager: Lynsey Skidmore	Contact number: 34950
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Lynsey Skidmore	RMBC	Interim Head of Contracts Investment and Compliance
Andrew Lumb	RMBC	Partnering Manager
James Clark	RMBC	Assistant Director of Housing

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The policy affects all council and private sector tenants. All of which have protected characteristics.

There is also an impact upon employees and contractors.

Individuals with a protected characteristic including age and health condition are more vulnerable to the health impact of mould in their home.

What equality information is available? (Include any engagement undertaken)

The housing service hold equality information on all council tenants and on its employees. This information is considered when a report is submitted.

The Housing Involvement Panel tenant representatives have been consulted on the draft policy.

The policy was presented to IPSC on 12th July for feedback.

The policy has also been shared with members of the Strategic Housing Forum.

Are there any gaps in the information that you are aware of?

The housing service do not collect equality information on pregnancy where an individual may be more vulnerable to mould spores.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

The service is being prioritised if there are people living in a household who may be worse affected by damp and mould as a result of their health condition or age. All orders to contractors and the response time to works are monitored on a daily basis.

<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>The principles of the policy were presented to tenants at the Housing Involvement Panel in May 2023 who were supportive of the proposals.</p> <p>The draft policy was also shared with tenant representatives in July 2023.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Staff affected (Technical Officers) have been consulted and are currently carrying out the work as reflected within the report.</p> <p>Facilities Services cleaning operatives are undertaking mould cleaning work in council properties and have been consulted.</p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The service response is being prioritised based on age (young or old), disability (health condition) and pregnancy as these characteristics may be worse affected by mould in their home.

The zero tolerance and proactive response will positively impact upon protected characteristics.

Does your Policy/Service present any problems or barriers to communities or Groups?

No. the policy will be published on the Council website which is accessible.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

An improved accessible service will be provided to tenants. Pro-active surveys and visits are being undertaken in council properties to identify damp and mould issues where tenants may not know how to identify or report the issue.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The service is being prioritised to households with a vulnerability resulting in other households receiving a slower response which may adversely affect on community relations although this is anticipated to be low.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Damp, Mould and Condensation
Directorate and service area: Adult Care, Housing & Public Health, Housing Services
Lead Manager: Lynsey Skidmore
Summary of 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.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Revise processes/systems within the housing service to ensure data is collected in relation to pregnancy.	Pregnancy/Maternity	October 2023
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.	Age Disability Pregnancy/Maternity	October 2023

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.	Age Disability Pregnancy/Maternity	October 2023

*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
James Clark	Assistant Director for Housing	
Cllr Amy Brookes	Cabinet Member for Housing	

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.	
If this Equality Analysis 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 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 Equality Analysis completed	20.07.23
Report title and date	Damp, Mould and Condensation Policy

Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	20.07.23