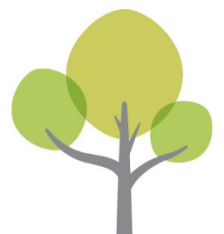


Equality Impact Assessments Toolkit

EqlA Template



You must consider the [Equality Impact Assessment Guidance](#) when completing this template.

The EDI team can provide help and advice on undertaking an EqlA and also provide overview quality assurance checks on completed EqlA documents.

EDI team contact email: edi_team@sandwell.gov.uk

Quality Control

Title of proposal	Damp and Mould Policy
Directorate and Service Area	Place (Housing)
Officer completing EqlA	Louis Bebb
Contact Details	Louis_bebb@sandwell.gov.uk
Other officers involved in completing this EqlA	Sarah Ager
Date EqlA completed	19.08.2025
Date EqlA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EqlA	Alan Lunt
Date EqlA considered by Cabinet	15.10.2025
Where the EqlA is Published	Modern Gov
(please include a link to the EqlA and send a copy of the final EqlA to the EDI team)	

Section 1.

The purpose of the project, proposal or decision required

The proposal is for Cabinet approval in relation to the Damp and Mould Policy.

Section 2.

Evidence used and considered. Include analysis of any missing data

The policy outputs outlined in the document have been formulated around a considerable amount of research and associated data. Sources include:

- [Sandwell Council Housing Strategy 2023-2028](#)
- [Sandwell 2030 Vision: Corporate Plan 2021-2025](#)
- [Housing Revenue Account 30 Year Business Plan 2023-2053](#)
- [Regulatory Standards for Landlords](#)
- [Reasonable Adjustments Policy](#)
- [Tenant Handbook](#)
- [Tenancy Conditions](#)
- [Housing Repairs and Maintenance Policy](#)
- [Awaab's Law: Draft guidance for social landlords](#)

Section 3.

Consultation

Online consultation

The online consultation for the draft Damp and Mould Policy will be open for five weeks, commencing early May, via Citizenspace.

The survey will include both qualitative and quantitative questions, giving residents the opportunity to provide feedback on the clarity, accessibility, and completeness of the policy. This includes whether the document is resident-friendly, whether the timescales and responsibilities are clear, and if any key areas are missing.

Feedback received will be reviewed in detail, and amendments will be made where appropriate. The finalised policy will then be presented to Cabinet in October 2025.

Policy Engagement Sessions with Stakeholders:

Throughout the drafting of the Damp and Mould Policy, Sandwell Council has conducted engagement sessions with a wide range of stakeholders to ensure the policy reflects both professional expertise and lived experience. These include:

- **Collaboration Across Housing Teams and Partner Services:** The policy has been developed in partnership with Housing Management, Property Compliance, Repairs and Maintenance, Public Health, Equality and Diversity, and Legal teams.
- **Resident Engagement:** Tenants and leaseholders have been invited to share their experiences of reporting damp and mould, helping shape improvements in how the Council communicates and responds.

Policy Scrutiny Working Group

The draft policy will also be shared with the cross-party Policy Scrutiny Working Group, consisting of Elected Members. A briefing meeting will be scheduled approximately one week after circulation of the draft, via Teams, and will include the report author, housing colleagues, and other relevant officers. The purpose of this meeting is to address questions, ensure alignment with the requirements of Awaab's Law, and provide Members with the opportunity to guide final refinements.

Section 4.

Summary assessment of the analysis at section 4a and the likely impact on each of the protected characteristics (if any)

The key equality impacts identified within this assessment are the following:

- Disability
- Age
- Race
- Religion
- Sexual orientation
- Pregnancy and maternity
- Low-income groups

To address these, the following measures will be taken:

- Accessible communication to ensure all residents can report and understand damp and mould procedures.
- Reasonable adjustments for residents with disabilities or additional needs.
- Clear timescales and monitoring, in line with Awaab's Law, to ensure accountability and swift action.
- Regular policy reviews to respond to feedback and emerging risks.

Section 4a - What are the potential/actual impacts of the proposal on the protected characteristics?

Reviewed Characteristic	Impact? (P/N/Ne)	Details of Impact	Actions to address negative impact or promote positive impact (see Section 8)	Owner of Action / Timescale
Age	P	Older residents may be more vulnerable to health impacts of damp and mould. Young children are at higher risk of respiratory illness.	Prioritise urgent cases affecting children and older adults. Provide health-based risk assessments.	Tenancy and Estate Management Team & Repairs Team.
Disability	P	Residents with disabilities may be disproportionately affected, particularly those with respiratory or immune conditions.	Provide fast-tracked repairs, reasonable adjustments, and accessible communication.	Housing Property Compliance Team & Repairs Team & Adaptations Team / Immediate
Gender Reassignment	Ne	Unlikely to be impacted directly by the policy in terms of accessing housing services.	Ensure policy is applied consistently regardless of gender identity.	N/A
Marriage and Civil Partnership	Ne	Unlikely to be impacted directly by the policy in terms of accessing housing services.	Ensure equal treatment across all households.	N/A

Reviewed Characteristic	Impact? (P/N/Ne)	Details of Impact	Actions to address negative impact or promote positive impact (see Section 8)	Owner of Action / Timescale
Pregnancy and Maternity	P	Pregnant women and infants are more vulnerable to health risks from mould exposure.	Prioritise remedial works in households with expectant mothers or babies.	Tenancy and Estate Management Team & Repairs Team.
Race	P	Language or cultural barriers may prevent effective reporting or understanding of support available.	Provide translated information, interpretation services, and culturally appropriate engagement.	Tenancy and Estate Management Team & Repairs Team.
Religion or Belief	P	Beliefs may influence preferences for location, type of housing, or proximity to places of worship.	Where possible, consider location requests and accommodate needs related to religious practice.	Tenancy and Estate Management Team & Repairs Team.
Sex	Ne	No direct impact, but ensure gender-specific safety concerns (e.g., domestic abuse survivors) are considered.	Conduct risk assessments and offer safe, appropriate housing.	Tenancy and Estate Management Team & Repairs Team.
Sexual Orientation	P	LGBTQ+ tenants may feel vulnerable if they experience poor service or discrimination when reporting damp and mould.	Ensure inclusive engagement, offer discretion in case handling, and monitor for equitable service delivery across all households.	Tenancy and Estate Management Team & Repairs Team.

Reviewed Characteristic	Impact? (P/N/Ne)	Details of Impact	Actions to address negative impact or promote positive impact (see Section 8)	Owner of Action / Timescale
Carer	P	Carers may rely on location for proximity to those they support or for access to services.	Prioritise continuity of care and assess needs of both carer and care recipient.	Tenancy and Estate Management Team & Repairs Team / As part of housing needs assessment
Low Income Groups	P	Moving costs or disruption to benefits may disproportionately affect low-income tenants.	Cover/remit removal costs, assist with benefit continuity, provide financial advice.	Tenancy and Estate Management Team & Repairs Team./ Prior to and during move
Veterans / Armed Forces Community	P	Veterans may have mental health needs or require consistent support networks.	Coordinate with Armed Forces Covenant leads to ensure appropriate, stable housing.	Tenancy and Estate Management and Housing Allocations Team / Ongoing
Other (e.g. refugees, neurodivergent tenants)	P	May face higher stress, confusion, or challenges navigating decant processes.	Provide tailored support, plain-language communication, and check-in points pre/post move.	Tenancy and Estate Management Team & Repairs Team/ Every decant case

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then please move to Sections 6.

5. What actions can be taken to mitigate any adverse impacts?

- **Accessible Communication:** Ensure all policy materials are available in a range of accessible formats (e.g., large print, easy-read, translated versions, and digital accessibility).
 - **Timescale:** Initial update within 1 month; ongoing updates thereafter.
- **Reasonable Adjustments:** Put in place tailored adjustments for tenants with disabilities or other vulnerabilities to ensure fair access to housing services.
 - **Timescale:** Implement immediately, with formal reviews every 3 months.
- **Monitoring and Feedback:** Establish a robust system to capture, analyse, and act on tenant feedback to monitor the policy's impact across different groups.
 - **Timescale:** First tenant survey to be completed within 6 months, followed by regular cycles.
- **Policy Review:** Carry out scheduled reviews of the policy to ensure it remains fit for purpose and responsive to emerging issues or community needs.
 - **Timescale:** Built into the Housing Policy and Strategy Library review cycle.

6. Section 6: Decision or actions proposed

Approval of the Damp and Mould Policy so it can be implemented across the Housing Management service.

7. Monitoring arrangements

We have a Housing Policy and Strategy Library that is updated regularly – this monitors when policies need to be reviewed and will include all the EQIA documents.

Section 8 Action planning (if required)

Question no. (ref)	Action required	Lead officer/ person responsible	Target date	Progress

If you have any suggestions for improving this process, please contact EDI_Team@Sandwell.gov.uk