

EQUALITY IMPACT ASSESSMENT (EIA)

POLICY/PROPOSAL:	Damp & Mould Policy
DEPARTMENT:	Service Reform and Strategy
TEAM:	Policy, EDI & Performance
LEAD OFFICER:	Katie Shevas
DATE:	19.03.2026

EIA Guidance is available online, please reach out to equality@brent.gov.uk for any further support.

SECTION A – SCREENING

1. Briefly and clearly describe the policy, proposal, change, or initiative, and what it is trying to achieve.

This policy sets out the housing service's approach to the prevention and remediation of damp and mould in our housing stock. Under Awaab's Law the council is required to act in a robust and timely manner upon receipt of a report of damp and mould. This policy captures our approach to meeting these statutory obligations.

2. Are there any groups who may be impacted by your proposal? For reference, Q4 lists all protected groups.

This policy will impact all council tenants affected by damp and mould regardless of any protected characteristic(s), as it requires a robust and proactive response to its prevention and remediation. The groups positively impacted are babies and young children, the elderly, those with a disability and pregnant people. These groups are particularly vulnerable to the effects of damp and mould and therefore having a robust policy in place will benefit them should damp and mould become present in their home.

3. If no groups are affected, explain why.

N/A

4. Mark with an “X” the potential impact of the policy or proposal on different groups. You can mark more than one box for each group.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age - People of different age groups.	X		
Care Experience - People who have been in care for any period of their childhood.	X		
Disability - People with physical, sensory, learning, and mental health disabilities, long-term conditions, and non-visible disabilities.	X		
Gender reassignment - Transgender and non-binary people, including anyone who is proposing to, started, or who has completed a process to change their gender.	X		
Marriage and Civil Partnership - Applies mainly in the workplace, people who are married or in a civil partnership.	X		
Pregnancy and Maternity - People who are pregnant, on maternity leave, or new parents.	X		
Race and Ethnicity - People of different ethnicity, nationality, and skin colour.	X		
Religion or belief - People of all faiths, and those with no religious belief.	X		
Sex - Differences between men and women, including disparities in pay, career progression, and health outcomes.	X		
Sexual Orientation - People who identify as lesbian, gay, bisexual, queer, asexual, or any other non-heterosexual identity.	X		
Socio-Economic Status – People who are experiencing poverty or socio-economic disadvantage.	X		
Other relevant groups* <i>[replace this text and specify where appropriate]</i>			

* Other relevant groups could include Carers, Refugees or Asylum Seekers, Veterans, among others. Review the EIA Guidance for more information.

5. Complete **each row** of the checklist with an "X".

SCREENING CHECKLIST		
	YES	NO
Does the policy or proposal have implications for eliminating discrimination, advancing equality of opportunity, or fostering good relations among different groups?		X
Does it relate to an area with known inequalities?		X
Would it add, change, or remove services used by any groups listed in Q4?	X	
Does it have negative or positive equality impacts on any groups listed in Q4?	X	
If you have answered YES to ANY of the above, proceed to section B. If you have answered NO to ALL the above, proceed straight to section C.		

SECTION B – IMPACTS ANALYSIS

6. What data and evidence have you used to understand potential impacts? This could include service user data where relevant. If there is little or no evidence, explain why, and note any plans to improve data collection in future, adding this to the Action Plan in Section E.

Whilst we do not have data on those groups most affected by damp and mould in Brent specifically, there is a plethora of scientific evidence which highlights those groups who are more detrimentally impacted by damp and mould. It is this evidence and data which has informed the classification of potential impacts. The Government Guidance on damp and mould highlights the evidence: [Understanding and addressing the health risks of damp and mould in the home - GOV.UK](#)

7. For each characteristic:
- Provide detail for the impact listed in the response to Q4 in the left-hand box.
 - Provide data and evidence to explain how you reached your conclusion in the right-hand box.
- Relevant data sources for Brent and its residents can be found in the EIA Guidance document.

Age	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
While damp and mould related health outcomes may affect people regardless of age, babies and children, and the elderly are particularly vulnerable to the effects of damp and mould. Both groups are at a heightened risk of developing respiratory issues and negative health impacts due to exposure. This policy outlines the process for prioritisation of reported cases, which specifies that when a report is received where a child or elderly person is resident, the case will be prioritised.	Understanding and addressing the health risks of damp and mould in the home - GOV.UK

Care Experience	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of care experience.	

Disability	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

While damp and mould related health outcomes may affect people regardless of disability or health issues, 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. 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. This policy outlines the process for prioritisation of reported cases, which specifies that when a report is received where there is a particular vulnerability as a result of a disability, the case will be prioritised.	Understanding and addressing the health risks of damp and mould in the home - GOV.UK
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Gender Reassignment	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of gender reassignment.	Whilst we do not have specific data or evidence to demonstrate the positive impact of this policy on those with this protected characteristic, we know that everyone is vulnerable to the negative impacts of damp and mould and therefore all residents benefit from the robust policy to tackle it.

Marriage and Civil Partnership	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of marriage or civil partnership.	Whilst we do not have specific data or evidence to demonstrate the positive impact of this policy on those with this protected characteristic, we know that everyone is vulnerable to the negative impacts of damp and mould and therefore all residents benefit from the robust policy to tackle it.

Pregnancy and Maternity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

Pregnant women, their unborn babies and women who have recently given birth, may have weakened immune systems, resulting in a particular susceptibility to the negative health outcomes because of exposure to damp and mould. This policy outlines the process for prioritisation of reported cases, which specifies that when a report is received where there is a pregnant person residing at the property, the case will be prioritised.	Understanding and addressing the health risks of damp and mould in the home - GOV.UK
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Race and Ethnicity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of race or ethnicity.	Whilst we do not have specific data or evidence to demonstrate the positive impact of this policy on those with this protected characteristic, we know that everyone is vulnerable to the negative impacts of damp and mould and therefore all residents benefit from the robust policy to tackle it.

Religion or Belief	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of religion or belief.	Whilst we do not have specific data or evidence to demonstrate the positive impact of this policy on those with this protected characteristic, we know that everyone is vulnerable to the negative impacts of damp and mould and therefore all residents benefit from the robust policy to tackle it.

Sex	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of sex.	Whilst we do not have specific data or evidence to demonstrate the positive impact of this policy on those with this protected characteristic, we know that everyone is vulnerable to the negative impacts of damp and mould and therefore all residents benefit from the robust policy to tackle it.

Sexual Orientation

Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of sexual orientation.	Whilst we do not have specific data or evidence to demonstrate the positive impact of this policy on those with this protected characteristic, we know that everyone is vulnerable to the negative impacts of damp and mould and therefore all residents benefit from the robust policy to tackle it.

Socio-Economic Status	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
This policy positively impacts all residents living in Brent Housing by enforcing a robust and clear approach to the prevention and remediation of damp and mould, regardless of race or ethnicity. However, the policy does acknowledge that some residents may be more likely to experience damp and mould in their home and the resulting negative health outcomes as a result of hardship. Hardship can mean residents struggle to heat their homes, which increases the likelihood of damp and mould occurring. The policy outlines our approach to providing residents with information on how they can prevent damp and mould, and highlights how to access support in keeping their homes warm.	Whilst we do not have specific data or evidence to demonstrate the positive impact of this policy on those with this protected characteristic, we know that everyone is vulnerable to the negative impacts of damp and mould and therefore all residents benefit from the robust policy to tackle it.

Other Relevant Groups	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

8. Summarise any engagement activities with relevant groups (this may replicate some of the information listed in Q7). State whether those involved represent the people affected by your proposal, or whether more engagement is needed, which should be added to the Action Plan in Section E.

A public consultation on the draft policy will run from 30 th March for 6 weeks, giving all residents, including the relevant groups listed above, the opportunity to provide their views on the policy.

9. Provide more detail on any areas identified as requiring further data or detailed analysis.

N/A

SECTION C – CONCLUSIONS

10. Summarise your overall conclusions based on the analysis:

- If there are no impacts, state that here, and **do not complete sections E or G.**
- If you decide not to move forward, explain why, and **do not complete sections E or G.**
- If there are negative impacts, explain what you'll do to reduce them. If you choose to continue despite negative impacts, or if negative impacts remain following your action plan, provide a justification for your decision.
- If there are positive impacts, explain how these could be strengthened, where possible.

This policy has a positive impact on all Brent Housing residents, including those with protected characteristics.

SECTION D - RESULT

Select one of the following options with an "X".		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE/ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN AND MONITORING

Unless your proposal has no equality impacts or you are not moving forward, complete the table below to track specific actions to:

- Reduce negative impacts and increase positive outcomes.
- Monitor actual or ongoing impacts.
- Record plans to improve data collection.
- Plan any further engagement or analysis that may be required.

Use the 'Status' column on the right to indicate whether the action is yet to start, is in progress, or has been completed.

Issue Identified	Action	Lead Officer	Completion Date	Status
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11. Describe how you will monitor the actual, ongoing impact of the policy or proposal?

SECTION F – SIGN OFF

	Signature	Date
Officer:	Katie Shevas	09/06/2026
Reviewing Officer or Head of Service	Gary Mitchell	12/06/2026

SECTION G – REVIEW

EIAs are live documents and should be reviewed regularly, especially if there are actions still to be completed or if the proposal has significant equality impacts.

When to review

- Review every 6 months until all actions in the Action Plan above are complete.
- If new data, feedback, or changes to the service arise, revisit the EIA to make sure it's still accurate.

Who should review

- The same officer who completed the EIA should carry out the review. If there's been a staffing change, the new lead officer should take over.

What to update

- Use the Status column in the Action Plan above to show progress (e.g. Not Started, In Progress, Completed). Add comments and updates in the table below — include any new data, evidence, or feedback.

When reviews can stop

- Once all actions are complete and no further equality impacts are expected, you can stop reviewing the EIA.
- Add rows to the table below as necessary until all actions are completed.

<u>Date of 1st Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 2nd Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 3rd Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	