

Full Equality Impact Assessment (EIA)

Please refer to the guidance and resources available on Connect site to help you complete this Full EIA form

A full EIA is undertaken when the policy or service change will have a significant impact on one or more of the protected characteristics and/or have high political or public interest.

The full EIA should demonstrate how you have considered the impact of the changes on the different protected characteristics in more depth than the EIA screening.

The evidence you collect must inform your assessment. This will help demonstrate that you have met the general duty and have shown due regard to eliminating discrimination, advancing equality and fostering good relations.

The characteristics protected by the Equality Act 2010 are:

Disability	Age	Sex (gender)
Gender reassignment	Marriage/civil partnership	Pregnancy/maternity
Race	Sexual orientation	Religion/belief

In addition to the above protected characteristics, you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for an organisation such as Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.

Similarly, you should also consider the impact of policies/services on **veterans**. We signed the Suffolk Armed Forces Covenant which aims to encourage activities which help to integrate the armed forces community into local life. Together Local Government, statutory services (such as health, police and the Job Centre), and charities shared aims of providing fair opportunity and support to the Armed Forces community and their families.

Therefore, you should consider the challenges and disadvantages faced by veterans in accessing public services, employment opportunities, housing, healthcare etc. after transitioning to civilian life. Also recognising that veterans may have disabilities or mental health conditions like PTSD resulting from their military service that need to be accommodated. Therefore, identifying and mitigating potential negative impacts of policies/services on this particular group.

Please also give consideration to **neurodivergent individuals**. Neurodiversity refers to the different ways the brain can work and take in information. Therefore, you should consider the need to provide suitable adjustments, accommodations and assistive technologies for neurodivergent individuals and prevent policies/services from disproportionately disadvantaging or excluding those who think/learn differently. Neurodiversity could also, in some cases, be classed as a disability, and therefore a protected characteristic, under the Equality Act 2010.

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Details	
Service or policy title	Damp and Mould Policy
Lead officer <i>(responsible for the policy or service/function)</i>	Christie Solomons
Officers carrying out the EQIA <i>(it is recommended that an officer responsible for the policy or service/function is involved in completion)</i>	Christie Solomons
Is this new or a revision? <i>(If revision state when previous EQIA undertaken)</i>	New
Is this the first time this policy or function has been assessed?	Yes
Date of completing this EQIA	10/09/2025

Description
What exactly is proposed? <i>(Describe the service/policy and the changes that are being planned)</i> The changes to this policy relate to the new timelines for surveys and remedial repairs in line with Awaab's Law. There are 2 new contracts being mobilized and therefore will included the changes to our current procedures to capture this.
Why? <i>(Give reasons why these changes are being introduced)</i> Regulations and the review date of 2 years is approaching
What will the effect of the changes be? <i>(Describe which people, communities, localities etc. will be affected by the changes)</i> <i>This policy will apply to all tenants under BMSDC, the main effect will be on people who have existing health issues/vulnerabilities and children under the age of 14. These both relate to the changes in Awwab's Law.</i>
How will it be implemented? <i>(Describe the decision making process, timescales, process for implementation)</i>

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This policy needs to be in place before 27th October 2025 however I would like this complete within the next week. The policy will be signed off by Deborah Fenton the Director for Housing and implemented immediately.

When is it due to start? *(Planned start of new/revised policy/service)*

September 2025

Any other relevant details

Data about the population

What is the demographic profile or make up of the community you are serving? *(A brief overview of quantitative data used and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used, suggested sources of information can be found at the end of this document)*

This policy applies to all housing tenants under BMSDC and therefore the makeup will include all people who fall under protected characteristics.

What is the profile or make up of your service users by protected characteristics? *(Where this data is available. If it is not currently available state any plans to collect this in future)*

All protected characters will be included due to the number of tenants who this policy applies to.

Implications for communities and workforce

Disability

What is the impact on people with a disability (including children with additional needs) and what evidence do you have? *(If you do not believe there is any impact describe why not)*

This will include people who have a disability relating to respiratory issues such as asthma, COPD etc. These characteristics are taken into account when looking at how urgent work needs to be done however this will also help prioritise works with people with these disabilities.

How does it have a positive or negative impact?

Positive

What could be done to mitigate any adverse impact or further promote positive impact?

N/A

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Age	
What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This will include people under the age of 14, these characteristics are taken into account when looking at how urgent work needs to be done and can prioritise people with these protected characters.
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Sex (gender)	
What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to the sex of a person.
How does it have a positive or negative impact?	This policy does not relate or have an effect on any sex and does not discriminate between these.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Gender reassignment	
What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to the gender of a person.
How does it have a positive or negative impact?	This policy does not relate or have an effect on gender reassignment and does not discriminate between these.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to the relationship status of a person.

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How does it have a positive or negative impact?	This policy does not relate or have an effect on civil status reassignment and does not discriminate between these.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does have an impact on a person who is pregnant or has young children as these characteristics are taken into consideration if there are people with these characteristics in the home, this means the urgency of work will be higher. If a person is a single parent with young children and the issues relating to damp and mould include remedies such as heating and there is fuel poverty issues this could have a negative impact.
How does it have a positive or negative impact?	Positive & Negative
What could be done to mitigate any adverse impact or further promote positive impact?	There is help/guidance and support available to people living in fuel poverty, there is additional support available to them through BMSDC.
Race	
What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to the race of a person.
How does it have a positive or negative impact?	This policy does not relate or have an effect on specific races and does not discriminate between these.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Sexual orientation	
What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to the sexual orientation of a person.
How does it have a positive or negative impact?	This policy does not relate or have an effect on a persons sexual orientation and does not discriminate between these.

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What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Religion/belief	
What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to the religion or belief of a person.
How does it have a positive or negative impact?	N/A
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Rurality	
Where people live is not a characteristic protected by law: but for Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.	
What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to the location of a property however there could be an impact on persons living in a rural property who may have to be decanted, this may mean there is difficulty when decanting these residents and providing them a suitable alternative for accommodation.
Is the impact positive or negative? <i>(Explain)</i>	Negative.
What could be done to mitigate any adverse impact or further promote positive impact?	Find some other suitable alternative in these areas.

Armed Forces Veterans	
We signed the Suffolk Armed Forces Covenant which aims to encourage activities which help to integrate the armed forces community into local life. Together, Local Government, statutory services (such as Health, police and the Job Centre), and charities shared aims of providing fair opportunity and support to Armed Forces people and their families.	
What is the impact on veterans? <i>(If you do not believe there is any impact describe why not)</i>	This policy does not have an impact specifically relating to Armed Force Veterans.

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Is the impact positive or negative? <i>(Explain)</i>	N/A
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Neurodiversity

Neurodiversity refers to the different ways the brain can work and take in information. It includes conditions like ADHD, autism, dyslexia and dyspraxia.

What is the impact on neurodivergent people? <i>(If you do not believe there is any impact describe why not)</i>	This policy may have an impact on people with neurodiversity, it could be that the person does not understand what damp and mould is, the importance of treating it or understand our processes or procedures.
Is the impact positive or negative? <i>(Explain)</i>	Negative- if they cannot understand the policy of the importance behind the responsibilities they have when it comes to reporting damp and mould.
What could be done to mitigate any adverse impact or further promote positive impact?	More engagement in different formats, more engagement from the CHO officers who are actively engaged with persons in their areas. We also need to understand more about our tenants so that we can tailor our engagement with specific tenants to their needs.

Making Decisions

Having completed this equality impact assessment indicate which decision is recommended to be taken.

Should the policy or service be implemented as the correct course of action?	Yes
Should the policy or service be amended as suggested by the report so that mitigating actions are taken to address an adverse or negative impact on any characteristic?	No
Should the policy or service be reviewed and revised more significantly to take into account its impact on different groups?	No
Should the policy or service not be actioned as there are too many negative impacts?	No

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Monitoring Impact	
Assessing the impact on equality is an ongoing process that does not end once a policy or service had been agreed or implemented.	
How frequently will the policy or service be reviewed?	2 years or if any legislation changes.
Who will be involved?	Compliance Team, H&S Manager, Head of Asset Investment and Compliance, Director for Housing.
Will there need to be an action plan completed for any amendments?	No
What further evidence or consultation will be needed to check that the policy or service is working well?	N/A

Completion	
Authors signature	<i>C. Solomon</i>
Date of completion	10/09/2025