

CUNNINGHAME HOUSING ASSOCIATION LTD

EQUALITY IMPACT ASSESSMENT FORM

1. Information	
Document/Policy/ Strategy being created or updated	Damp, Mould and Condensation Policy
Purpose of creation or update / Executive Summary:	To provide a statement on the approach to reports of dampness, mould and/or condensation within CHA premises.
2. Protected Characteristics	
	Commentary on impact. Positive/neutral/negative as well as mitigations
Age	Age – more vulnerable people (older/very young), older people may struggle to report or notice issues, inspections and requirements to move furniture may cause issues for older people. Disability – Asthma, mobility issues, immune system, difficulty ventilating and moving furniture. Perhaps impact on cleaning mould. Pregnancy/Maternity – Higher sensitivity and vulnerability, especially young infants. Race – Understanding of comms and seriousness of damp and mould. Gender Identity – Note in current climate to ensure respectful communications at all times. Sex, Marriage, Religion, Sexual Orientation – All neutral Mitigations – Access to Housing Officer for face to face explanations, support through the Communities Team (Tenant Wellbeing Officer (new role) and Financial Wellbeing Officer. Access to Lemon Aid service. Clear definitions and explanations in the policy.
Disability	
Gender identity/ reassignment	
Marriage/civil partnership	
Pregnancy/ maternity	
Religion or Belief	
Race	
Sex/Gender	
Sexual Orientation	
Other	Social background/Financial worries could impact on ability to properly clean and treat mould and damp.
3. Sign Off	
Lead Assessor:	Linda Anderson
Co- Assessor:	Lynn Anderson, Kyle Cairney

Date initiated:	24/03/2026		
Consultation:	Consulted with staff when assessing the policy on 24/03/2026		
Research:	SHQS, EPA 1990, H and S at Work 1974, EESSH and draft EESSH 2, Housing Act 2001 Requirements.		
Signature:	Linda Anderson	Date:	24/03/2026