

## Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

### 1. Responsibility for the Equality Impact Assessment

<b>Name of proposal:</b>	<b>Damp and Mould Policy</b>
<b>Service Area:</b>	<b>Haringey Repairs Service</b>
<b>Officer Completing Assessment:</b>	<b>Max Tolley</b>
<b>Equalities Advisor:</b>	<b>Elliot Sinnhuber</b>
<b>Cabinet meeting date (if applicable):</b>	<b>January 2026</b>
<b>Director/Assistant Director</b>	<b>Scott Kay</b>

### 2. Executive summary

The updated damp and mould policy sets out how Haringey Council will address issues of damp and mould within the Council's housing stock. It applies to Haringey Council tenants and leaseholders.

The overall aim of the policy is to provide a clear and transparent framework for Haringey Council's approach to tackling damp and mould in accordance with our statutory obligations. This includes ensuring that our residents are, and feel, listened to, and responded to effectively when experiencing issues of damp and mould. Everyone is vulnerable to the health impacts of damp and mould, but people with certain health conditions, children and older adults are at greater risk of more severe health impacts.

The policy makes the following changes which are likely to have the most positive impact on Haringey residents with the protected characteristics of age, disability, pregnancy and maternity, religion and race because it does the following:

- Confirms that as soon as the Council's repairs team are aware of a damp and mould case, it will be categorised according to severity, with the most serious cases prioritised for immediate action.
- It also outlines three ways that tenants can report a problem with damp and mould either by reporting through an online form, emailing or phoning the Council. This could have a positive impact on tenants who face barriers to reporting due to a disability.
- Confirms that we aim to quickly identify homes that are suffering from damp and mould or are at risk, act quickly to remove the damp and mould, address its root causes and prevent it from reoccurring.
- Recognises that not all residents will be equally able to access or respond to our information or advice on tackling damp and mould by confirming that all staff visiting council homes will be able to pick up signs of damp and mould and assist residents in reporting cases and accessing advice.

Data from the 2021 Census data has been used to inform this EQIA in assessing how the proposed policy will affect people with protected characteristics amongst the Council's tenant population.

The findings included that Haringey Council's tenant population compared to the wider borough population has a significantly higher proportion of young people (under 24) and older people (over 50) and a significantly higher proportion of individuals who are disabled under the Equality Act (2010). There is a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individuals who identify as Christian, Buddhist or another religion. There is a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh. There is also a significantly higher proportion of female individuals.

### **3. Consultation and engagement**

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

We engaged with Haringey residents through attending two meetings with residents. These sessions ensured that the views of a wide range of tenants including those with the protected characteristics of age, disability and race were represented in the policy development process.

We briefed the Cabinet member for housing on the policy and also engaged with council staff with the policy evolving as part of this engagement.

<sup>2</sup> Census, 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data)

## **Detail the findings of the data**

### **a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

Haringey Council's tenant population has a significantly higher proportion of young people (under 24) and older people (over 50) than what is observed in the wider borough population.

### **b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?**

Older people who often have weaker immune systems and respiratory health and children and young people whose organs are still developing are more likely to suffer from physical conditions such as respiratory problems<sup>3</sup>. They are both more vulnerable to significant health impacts from damp and mould.

Older people are more likely to spend extended periods at home, increasing their exposure to mould spores and the associated health complications. They may also face practical barriers to identifying or addressing damp problems promptly.

## **Potential impacts**

Positive impact.

The policy is anticipated to have a positive impact on both groups by outlining the Council's approach to ensuring the best chance of preventing damp and mould, both through work to the fabric of our buildings and through work to support our tenants by providing them with resources to prevent damp and mould from developing.

The policy also sets out several ways in which damp and mould can be reported by residents, as well as during safeguarding visits or other interactions with Haringey staff. This should have a positive impact by helping to overcome practical barriers that older people may face when reporting issues, such as digital exclusion.

## **4b. Disability**

### **Data**

#### **Borough Profile**

- Disabled under Equality Act – 13.7%<sup>4</sup>
  - Day to day activities limited a lot – 6.1%

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<sup>3</sup> UK Government, 2024, [Understanding and addressing the health risks of damp and mould in the home](#)

<sup>4</sup> Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

- Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression<sup>5</sup>
- 1.7% of residents diagnosed with a severe mental illness<sup>6</sup>
- 0.4% of people in Haringey have a learning disability<sup>7</sup>

### **Local Authority Social Rented Tenant Population Profile <sup>8</sup>**

- Disabled under the Equality Act – 22.4% (8729)
  - Day to day activities limited a lot – 12.9% (5040)
  - Day to day activities limited a little – 9.5% (3689)

### **What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

2021 Census data has been used to identify the prevalence of disabilities in the tenant population. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### **Detail the findings of the data**

#### **a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

Haringey Council's tenant population has a significantly higher proportion of individuals who have a disability under the Equality Act (2010) than that observed in the wider borough population.

#### **b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?**

People with disabilities are especially vulnerable to damp and mould in both health risks and practical barriers. Respiratory and immune-related conditions such as asthma, COPD, or cystic fibrosis make mould exposure dangerous, while weakened immunity increases the risk of infections. Cognitive or sensory disabilities may mean tenants don't notice mould or struggle to report it, and mobility limitations can prevent them from cleaning affected areas or ventilating their homes. Many disabled tenants also spend more time indoors, increasing exposure, and may face financial or communication challenges that make it harder to report and push for timely repairs. Together, these factors mean disabled

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<sup>5</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](#)

<sup>6</sup> NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](#)

<sup>7</sup> PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

<sup>8</sup> Census, 2021 - Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/dda3992e-e16d-420a-a2d2-14a491b30045#get-data>

residents are more likely to suffer serious health impacts and less able to address the problem themselves.

People who are most likely to face barriers to reporting damp and mould include those with a learning disability and/or a neurodiverse condition such as autism or people without a diagnosed mental health condition or registered disability but with either temporary or on-going support needs<sup>9</sup>.

## **Potential Impacts**

Positive impact.

By taking a zero-tolerance stance towards damp and mould, the policy should have a positive impact on disabled individuals. It highlights the health issues and disabilities that residents may have, which make them particularly vulnerable to damp and mould, such as those outlined in the previous section. The policy also outlines how Haringey staff will regularly receive high-quality training, supervision, and guidance on identifying, assessing, and supporting these vulnerable tenants and leaseholders.

Additionally, the policy is expected to have a positive impact by confirming that one of its objectives is to ensure residents are, and feel, listened to and responded to effectively when experiencing issues of damp and mould. It also sets out three ways that tenants can report a problem with damp and mould: through an online form, by email, or by phoning the Council. This could have a positive impact on tenants who face barriers to reporting due to a disability.

## **4c. Gender Reassignment**

### **Data**

#### **Borough Profile<sup>10</sup>**

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

#### **Social Rented Tenants Population Profile <sup>11</sup>**

- Gender Identity different from sex registered at birth but no specific identity given – 0.76%
- Trans woman – 0.24%
- Trans man - 0.22%

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<sup>9</sup> UK Government, 2024, [Understanding and addressing the health risks of damp and mould in the home](#)

<sup>10</sup> Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

<sup>11</sup> Census, 2021 – [Gender Identity by Tenure – Office for National Statistics \(on.gov.uk\)](#)

### **What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

2021 Census data has been used to estimate the proportion of tenants that report that their gender identity is different from sex registered at birth. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### **Detail the findings of the data**

Haringey's social rented tenant population has a slightly higher proportion of individuals who report their gender identity as different from sex registered at birth than what is observed in the wider borough population.

### **Potential Impacts**

No impact identified.

## **4d. Marriage and Civil Partnership**

**Note:** Only the first part of the equality duty ("*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*") applies to this protected characteristic.

### **Data**

#### **Borough Profile<sup>12</sup>**

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

#### **Local Authority Social Rented Tenant Population Profile<sup>13</sup>**

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: 3602 (9.2%)
- Married or registered civil partnership: 7519 (19.3%)
- Separated, but still legally married or still legally in a same-sex civil partnership: 1349 (3.5%)
- Single, never married or never registered a same-sex civil partnership: 17033 (43.7%)
- Widowed or surviving partner from a same-sex civil partnership: 1501 (3.9%)
- Does not apply: 7963 (20.4%)

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<sup>12</sup> Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/statistics/census/data/tables)

<sup>13</sup> Census, 2021 - [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/ffce57a7-f77b-4ea8-aad8-281df31dfe1#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/ffce57a7-f77b-4ea8-aad8-281df31dfe1#get-data)



**What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

2021 Census data has been used to identify the distribution of marital status among tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

**Detail the findings of the data**

Haringey Council's tenant population has a significantly lower proportion of individuals who are married or in a registered civil partnership than what is observed in the wider borough population.

**Potential Impacts**

No impact identified.

## **4e. Pregnancy and Maternity**

**Note<sup>14</sup>:**

- Pregnancy is the condition of being pregnant or expecting a baby.
- Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Data**

**Borough Profile <sup>15</sup>**

Live Births in Haringey 2021: 3,376

**Target Population Profile**

The council does not hold data on pregnancy and maternity among its tenants.

**What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

Data on the number of pregnancies and births among tenants is not available.

**Detail the findings of the data.**

N/A

**Potential Impacts**

Positive impact identified.

Pregnant women, their unborn babies and women who have recently given birth, who may have weakened immune systems are included as people at increased risk from damp and mould.

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<sup>14</sup> Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

<sup>15</sup> Births by Borough (ONS)



This policy should have a positive impact because it confirms that that we aim to quickly identify homes that are suffering from damp and mould or are at risk, act quickly to remove the damp and mould, address its root causes and prevent it from reoccurring.

We identify homes in three main ways by:

- Analysing data on our housing stock
- Equipping all officers to identify damp and mould with clear reporting channels
- Supporting residents to identify damp and mould, providing them with clear channels to report this, and ensuring that they are confident that the problem will be dealt with swiftly.

#### **4f. Race**

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.<sup>16</sup>

##### **Data**

##### **Borough Profile <sup>17</sup>**

##### **Arab: 1.0%**

- Any other ethnic group: 8.7%

##### **Asian: 8.7%**

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%
- Other Asian: 2.4%

##### **Black: 17.6%**

- African: 9.4%
- Caribbean: 6.2%
- Other Black: 2.0%

##### **Mixed: 7.0%**

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

##### **White: 57.0% in total**

- English/Welsh/Scottish/Norther Irish/British: 31.9%

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<sup>16</sup> [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

<sup>17</sup> Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/ethnicgroup)

- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

## **Local Authority Social Rented Tenant Population Profile <sup>18</sup>**

### **Asian: 9.1%**

- Bangladeshi: 3.4%
- Chinese: 0.9%
- Indian: 0.9%
- Pakistani: 0.7%
- Other Asian: 3.2%

### **Black: 39.6%**

- African: 23.2%
- Caribbean: 11.8%
- Other Black: 4.6%

### **Mixed: 6.8%**

- White and Asian: 0.6%
- White and Black African: 1.2%
- White and Black Caribbean: 2.7%
- Other Mixed: 2.3%

### **White: 31.0%**

- English/Welsh/Scottish/Northern Irish/British: 18.8%
- Irish: 1.6%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.2%
- Other White: 10.4%

### **Other Ethnic Group: 13.4%**

- Arab: 1.7%
- Any other ethnic group: 11.7%

## **What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

2021 Census data has been used to identify the distribution of ethnic groups among tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

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<sup>18</sup> Census 2021 – Custom dataset: <https://www.ons.gov.uk/datasets/create/filter-outputs/d44a7d29-fc6f-4c90-b4d0-1f38b22ada43#get-data>

## **Detail the findings of the data**

### **a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

Haringey Council's tenant population has a significantly higher proportion of individuals who identify as Black, and slightly higher proportion of individuals who identify as Asian or another ethnic group in the dataset above than what is observed in the wider borough population. There is a significantly lower proportion of tenants who identify as White than the wider borough population.

### **b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?**

Minority households are more likely to live in poorer quality or overcrowded housing, increasing condensation and damp risks. The UK Government's Ethnicity Facts and Figures site reports that in the three years to March 2023, 25% of Arab households, 18% of Bangladeshi households, and 16% of Black African households were overcrowded, compared with just 2% of White British households<sup>19</sup>. Health inequalities also play a role, as ethnic minority communities often face higher rates of asthma and respiratory illness, which mould exposure worsens<sup>20</sup>.

## **Potential Impacts**

Positive impact.

As demonstrated above, certain ethnic groups are both overrepresented among council housing tenants and more vulnerable to damp and mould due to overcrowding and health inequalities. Therefore, the policy's zero-tolerance approach to damp and mould should have a positive impact on this protected characteristic.

As demonstrated above certain races are both overrepresented as council housing tenants and more vulnerable to damp and mould due to overcrowding and health inequalities, therefore the policies zero tolerance approach to damp and mould should have a positive impact on this protected characteristic.

The policy is anticipated to have a positive impact by recognising that not all residents will be equally able to access or respond to our information or advice on tackling damp and mould. The policy confirms that all staff visiting council homes will be able to pick up signs of damp and mould and assist residents in reporting cases and accessing advice. The policy also links to the Council's translation and interpretation policy with the aim that language should never be a barrier to accessing services.

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<sup>19</sup>UK Government, 2025 [Overcrowded households - GOV.UK Ethnicity facts and figures](#)

<sup>20</sup> Asthma UK, [auk-health-inequalities-final.pdf](#)

## 4g. Religion or belief

### Data

#### Borough Profile <sup>21</sup>

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

#### Local Authority Social Rented Tenant Population Profile <sup>22</sup>

- Christian: 42.4%
- Buddhist: 1.1%
- Hindu: 0.6%
- Jewish: 0.4%
- Muslim: 25.9%
- No religion: 16.7%
- Other religion: 5.3%
- Religion not stated: 7.4%
- Sikh: 0.2%

### What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

2021 Census data has been used to identify the distribution of religion among tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

#### Detail the findings of the data

Haringey Council's tenant population has a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individual who identify as Christian, Buddhist or another religion than what is observed in the wider borough population. This is a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh.

#### Potential Impacts

No impact identified.

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<sup>21</sup> Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

<sup>22</sup> Census 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/3f832a2b-5432-443e-8926-7e0d92e3cc03#get-data)

## 4h. Sex

### Data

#### Borough profile <sup>23</sup>

- Females: (51.8%)
- Males: (48.2%)

#### Local Authority Social Rented Tenant Population<sup>24</sup>

- Female: 21,486 (55.1%)
- Male: 17,482 (44.9%)

### What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

2021 Census data has been used to identify the distribution of sex in the tenant population. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### Detail the findings of the data

Haringey's tenant population has a significantly higher proportion of female individuals than what is observed in the wider borough population.

### Potential Impacts

No impact identified.

## 4i. Sexual Orientation

### Data

#### Borough profile <sup>25</sup>

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

#### Local Authority Social Rented Tenant Population Profile <sup>26</sup>

- Straight or heterosexual: 86.5%
- Gay or Lesbian: 1.2%
- Bisexual: 0.9%

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<sup>23</sup> Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexandgender/datasets/gender-identity-age-and-sex-england-and-wales)

<sup>24</sup> Census, 2021 – [Custom dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/aae4d546-9260-4541-aea9-870a8da7536d#get-data)

<sup>25</sup> Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexandgender/datasets/sexual-orientation-england-and-wales)

<sup>26</sup> Census 2021 – [Sexual Identity by Tenure – Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexandgender/datasets/sexual-identity-by-tenure)

- All other sexual orientations: 0.5%
- Not answered: 11.0%

### **What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?**

2021 Census data has been used to identify the distribution of sexual identity among social rented tenants. Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

### **Detail the findings of the data**

Haringey's social rented tenant population has a significantly lower proportion of individuals who report their sexual identity as something other than Straight or Heterosexual than what is observed in the wider borough population.

### **Potential Impacts**

No impact identified.

## **4j. Socioeconomic Status**

### **Data**

#### **Borough profile**

##### **Income**

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023<sup>27</sup>
- 19.6% of residents were claiming Universal Credit as of March 2023<sup>28</sup>
- 29.3% of jobs in Haringey are paid below the London Living Wage<sup>29</sup>

##### **Educational Attainment**

- Haringey ranks 25<sup>th</sup> out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)<sup>30</sup>
- 3.7% of Haringey's working age population had no qualifications as of 2021<sup>31</sup>
- 5.0% were qualified to level one only<sup>32</sup>

### **Area Deprivation**

Haringey is the 4<sup>th</sup> most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas, or small neighbourhood areas) are

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<sup>27</sup> ONS – [ONS Claimant Count](#)

<sup>28</sup> DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

<sup>29</sup> ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

<sup>30</sup> DfE – [GCSE attainment and progress 8 scores](#)

<sup>31</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

<sup>32</sup> LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

more heavily concentrated in the east of the borough, where more than half of the LSOAs fall into the 20% most deprived in the country.<sup>33</sup>

## Local Authority Social Rented Tenant Population

### Income

- On Census Day 2021, 47.7% of Haringey Council tenants were not in employment.<sup>34</sup>
  - Of these, 48.7% had never worked, 40.0% had not worked in the last 12 months, and 11.4% had worked in the last 12 months.

### Educational Attainment

- 25.93% of Haringey Council's working age tenant population did not have any qualifications.<sup>35</sup>

### Household Deprivation<sup>36 37</sup>

- |   |        |
|---|--------|
| • Household is not deprived in any dimension:                   | 20.34% |
| • Household is deprived in one dimension :                      | 35.46% |
| • Household is deprived in two dimensions:                      | 29.71% |
| • Household is deprived in three dimensions:                    | 13.42% |
| • Household is deprived in four dimensions:                     | 1.07%  |
| • Household is deprived in the education dimension:             | 31.95% |
| • Household is deprived in the employment dimension:            | 31.83% |
| • Household is deprived in the health and disability dimension: | 47.27% |
| • Household is deprived in the housing dimension:               | 28.38% |

## What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

2021 Census data has been used to establish unemployment, educational attainment and levels of household deprivation in the tenant population. As the Census 2021 was carried out during a period of unprecedented, rapid change to the labour market, care must be taken when using the unemployment statistics.

## Detail the findings of the data

<sup>33</sup> IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019)

<sup>34</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/89fb7f4d-a003-4946-815a-5ee3f1688fac#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/89fb7f4d-a003-4946-815a-5ee3f1688fac#get-data)

<sup>35</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/a344970f-c34f-44d2-a7f3-ca342af8cacf#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/a344970f-c34f-44d2-a7f3-ca342af8cacf#get-data)

<sup>36</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/b517d031-1601-4ea9-926a-0a87cc896427#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/b517d031-1601-4ea9-926a-0a87cc896427#get-data)

<sup>37</sup> Census 2021 – [Custom Dataset: https://www.ons.gov.uk/datasets/create/filter-outputs/44b7fcd4-a533-43da-a430-c7761c1d00f6#get-data](https://www.ons.gov.uk/datasets/create/filter-outputs/44b7fcd4-a533-43da-a430-c7761c1d00f6#get-data)



**c) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?**

Haringey Council's tenant population has a significantly higher proportion of residents who:

- Are long-term unemployed than what is observed in the wider borough population.
- Do not hold any formal educational qualifications than what is observed in the wider borough population.
- Have significantly higher levels of household deprivation than what is observed in the wider borough population.

**d) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?**

People on low incomes are more likely to struggle to heat their homes and/or experience fuel poverty so are therefore more likely to live in homes with damp and mould<sup>38</sup>.

People from a lower socioeconomic background are also more likely to live in overcrowded housing which can increase the risk of damp and mould<sup>39</sup>.

## **Potential Impacts**

Positive impact.

As demonstrated above, those from lower socioeconomic back grounds are both overrepresented among council housing tenants and more vulnerable to damp and mould due to various inequalities. Therefore, the policy's zero-tolerance approach to damp and mould should have a positive impact on this protected characteristic.

Additionally, the policy should have a positive impact by recognising that vulnerable tenants and leaseholders may face unique challenges with fuel poverty. As part of our Affordable Energy Strategy, which the policy links to, Haringey has collaborated with various organizations such as SHINE London to offer tailored support and advice, helping these tenants and leaseholders manage energy bills and reduce utility debt.

## **5. Key Impacts Summary**

### **5a. Outline the key findings of your data analysis.**

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<sup>38</sup> UK Government, 2024, [Understanding and addressing the health risks of damp and mould in the home](#)

<sup>39</sup> UK Government, 2025, [Overcrowded households - GOV.UK Ethnicity facts and figures](#)

The data shows the following findings from Haringey Council's tenant population compared to the wider borough population:

- a significantly higher proportion of young people (under 24) and older people (over 50).
- a significantly higher proportion of individuals who have a disability under the Equalities Act.
- a slightly higher proportion of individuals who report their gender identity as different from sex registered at birth.
- a significantly lower proportion of individuals who are married or in a registered civil partnership.
- a significantly higher proportion of individuals who identify as Muslim, and slightly higher proportion of individual who identify as Christian, Buddhist or another religion. This is countered by a significantly lower proportion of tenants who don't associate with any religion or identify as Jewish, Hindu or Sikh.
- a significantly higher proportion of individuals who identify as Black, and slightly higher proportion of individuals who identify as Asian or another ethnic group
- a significantly higher proportion of female individuals.
- a significantly lower proportion of individuals who report their sexual identity as something other than Straight or Heterosexual.
- a significantly higher proportion of individuals who are long-term unemployed.

### **5b. Intersectionality**

We know that along with the local protected characteristic of socio-economic status, some our tenants may have more than one of the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

There is potential for similar issues for households whose protected characteristic (e.g., disability, ill health, mental health) or other social excluded group characteristics (e.g., credit history/personal debt, low literacy, offenders, drug and alcohol dependency) impact their ability to work and/or gain income and therefore their ability to secure and maintain housing without assistance.

These can all put individuals at greater risk of exclusion. We take these factors into account when considering whether somebody is vulnerable. This policy follows the approach of identifying, assessing, and supporting as outlined in the Council's vulnerable tenants and leaseholders policy.

### **5c. Data Gaps**

Data that splits Local Authority social rented households from other Housing Association or Registered Provider social rented households is not available.

## **6. Overall impact of the policy for the Public Sector Equality Duty**

Summarise the key implications of the decision for people with protected characteristics.

The policy makes the following changes which are likely to have the most positive impact on council tenants with the protected characteristics of age, disability, pregnancy and maternity, religion and race because it outlines the following:

- Confirms that as soon as the Council's repairs team are aware of a damp and mould case, it will be categorised according to severity, with the most serious cases prioritised for immediate action.
- It also outlines three ways that tenants can report a problem with damp and mould either by reporting through an online form, emailing or phoning the Council. This could have a positive impact on tenants who face barriers to reporting due to a disability.
- Confirms that we aim to quickly identify homes that are suffering from damp and mould or are at risk, act quickly to remove the damp and mould, address its root causes and prevent it from reoccurring.
- Recognises that not all residents will be equally able to access or respond to our information or advice on tackling damp and mould by confirming that all staff visiting council homes will be able to pick up signs of damp and mould and assist residents in reporting cases and accessing advice.

The policy links to and follows the approach in the Council's vulnerable tenants and leaseholders policy to supporting tenants and leaseholders. This confirms that the following common indicators of vulnerability help to inform our staff training and underpin assessment forms.

- age
- disability
- experience of care
- ability to act, engage and cope such as language skills
- addiction, and learning disability
- and exceptional life events such as a recent history of street homelessness, bereavement
- or discharge from hospital or other institutional care

## **7. Amendments and mitigations**

### **7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?**

No changes are proposed, however advancing equality of opportunities has been a golden thread when developing this policy.

**No major change to the proposal:** the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to

promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them

Y

**Adjust the proposal:** the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below

N

**Stop and remove the proposal:** the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.

N

**7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?**

Action: The actions taken are explained throughout this EQIA, although no anticipated negative impacts were identified.

Lead officer: N/A

Timescale: N/A

**Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.**

**Please provide a complete and honest justification on why it is not possible to mitigate the:**

The actions taken to mitigate negative impacts are explained throughout this EQIA.

No negative impacts have been identified in relation to any of the protected characteristics, and as such, no specific mitigations are required. Equalities considerations have been central to the development of the Damp and Mould Policy, ensuring that the policy is inclusive, fair and accessible to all.

## 7. Ongoing monitoring

Council officers from the Haringey Repairs Service will lead on the delivery of these policies which will include monitoring of the equalities impact of this policy, and they will monitor impact in the long-term.

The Council's Resident Repairs Continuous Improvement Group and the Resident Voice Board will also be involved and asked for their feedback when the policy is reviewed in one year's time unless earlier events or legislation require an earlier update to this policy.

**Date of EQIA monitoring review:** 21 November 2025

## **8. Authorisation**

EQIA approved by (Assistant Director/ Director)

**Scott Kay, Assistant Director  
of Repairs & Compliance**

Date

**2 December 2025**

## **9. Publication**

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.