



### Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact CEO

Name of the <b>policy/practice/service</b> to be assessed	Infestations Policy	Is this a <b>new policy/practice/service</b> or a <b>revision to an existing?</b>	New Policy
<b>1.</b> Briefly describe the <b>aims, objectives and purpose</b> of the policy, practice, or service.	The aim of this policy is to ensure appropriate control measures are in place to prevent and eradicate an infestation of urban pests.		

<p><b>2. Who is intended to benefit</b> from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Tenants, staff and contractors.</p>																					
<p><b>3. What outcomes</b> are <b>wanted</b> from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>Properties are free from infestation of urban pests.</p>																					
<p><b>4. Which protected characteristics</b> could be <b>affected</b> by the policy, practice, or service?</p>	<p><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 687 2114 1385"> <tr> <td data-bbox="663 687 1608 759">Age</td> <td data-bbox="1608 687 2114 759">✓</td> </tr> <tr> <td data-bbox="663 759 1608 831">Disability</td> <td data-bbox="1608 759 2114 831">✓</td> </tr> <tr> <td data-bbox="663 831 1608 903">Gender reassignment</td> <td data-bbox="1608 831 2114 903"></td> </tr> <tr> <td data-bbox="663 903 1608 975">Marriage/Civil Partnership</td> <td data-bbox="1608 903 2114 975"></td> </tr> <tr> <td data-bbox="663 975 1608 1046">Pregnancy/Maternity</td> <td data-bbox="1608 975 2114 1046"></td> </tr> <tr> <td data-bbox="663 1046 1608 1118">Race</td> <td data-bbox="1608 1046 2114 1118">✓</td> </tr> <tr> <td data-bbox="663 1118 1608 1190">Religion or belief</td> <td data-bbox="1608 1118 2114 1190">✓</td> </tr> <tr> <td data-bbox="663 1190 1608 1262">Sex</td> <td data-bbox="1608 1190 2114 1262"></td> </tr> <tr> <td data-bbox="663 1262 1608 1334">Sexual Orientation</td> <td data-bbox="1608 1262 2114 1334"></td> </tr> <tr> <td data-bbox="663 1334 1608 1385">Consider if you want to add any more e.g. ?</td> <td data-bbox="1608 1334 2114 1385"></td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race	✓	Religion or belief	✓	Sex		Sexual Orientation		Consider if you want to add any more e.g. ?	
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5. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

**6. Evidence Gathering and Engagement**

**a. What evidence has been used for this assessment? For example, national statistics.**  
 To ensure that we are complying with best practice. No further evidence gathering is required.

**b. Who have you engaged and consulted with as part of your assessment?**  
 Staff are made aware of the policy.

**7. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.**  
 The policy will have a positive impact on the groups identified as it will ensure that every measure is taken to keep homes free from infestation when reported.

<b>8. What <b>actions</b> are <b>required</b> to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></b>	<b>Issue</b>	<b>Action</b>	<b>Timescales</b>

<p><b>9. Decision</b></p> <p>Please record decision e.g.,</p> <ul style="list-style-type: none"> <li>• No change/amend (see above)</li> <li>• Cease</li> <li>• Progress with risk (monitor and add to risk register?)</li> </ul>	<p>Progress</p>
<p><b>Signed</b></p>	<p>Craig Wood</p>
<p><b>Job title</b></p>	<p>Director of Housing and Property Services</p>
<p><b>Date the EIA was completed</b></p>	<p>26 July 2023</p>
<p><b>Review date</b></p>	<p>August 2026</p>
<p><b>Date of any quality sample check</b></p>	

*Please attach the completed document as an Appendix to your policy, practice, or service report*