Equality Impact Assessment (EIA) Tool

Please ensure you have read the guidance pages prior to completing this tool

This EIA also includes the consideration of a Children's Rights Impact Assessment (CRIA). This supports our commitments to becoming a Child Friendly city. Therefore we need to demonstrate that the interests of the child are considered on all decisions impacting on them.

Document Control

Control Details:	Draft V2
Title of EIA/ Decision (DDM): Budget booklet code (if applicable): **If this is a budget EIA, please ensure the title and budget booklet code is the same as the title used within the budget booklet**	Review of residential and nursing placements (Working Age Adults 18-64) pricing structure
Name of author:	Racheal Webster/Debbie Hemsley
Department:	Commissioning and Partnerships
Director:	Gary Jones
Division:	Adult Social Care and Health
Contact details:	Racheal.webster@nottinghamcity.gov.uk
Strategic Budget EIA:	**Yes**
Exempt from publication:	**No**
Date decision due to be taken:	10 February 2026

Document Amendment Record

Version	Author	Date
1	Racheal Webster Debbie Hemsley	18 September 2025

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Debbie Hemsley	Commissioning officer	22/09/2025
Rosey Donovan	Equality and Employability Consultant	26/09/2025
Rebecca Dennis	Equality, Diversity & Inlcusion Lead	01/10/2025

Glossary of Terms

Term	**Description**
NCC	Nottingham City Council
LD	Learning Disabilities

DRAFT

MH	Mental Health
ASC	Adult Social Care
ICB	Integrated Care Board
EIA	Equality Impact Assessment
EDI	Equality, Diversity, and Inclusion
PANSI	Projecting Adult Needs and Service Information
JSNA	Joint Strategic Needs Assessment

Section 1 – Equality Impact

(NCC staff/ Service users/ Citizen/ Community impact)

1. a. Description of proposal/ policy/ service to be assessed

Nottingham City Council is undertaking a review of the pricing models used to commission residential and nursing care for working age adults (18–64) with complex needs, including those with Learning Disabilities (LD) and/or Mental Health (MH) conditions. The review began in August 2025 and is expected to conclude by April 2026. While the focus is on this cohort, it is recognised that some citizens aged 65 and over also reside in homes commissioned under these models and may therefore be impacted. Citizens aged 65+ residing in affected homes will be included in the impact analysis, with specific attention to their assessed care needs and any potential changes to placement or funding.

The aim of the review is to develop a fair, transparent, and sustainable pricing structure that better reflects the actual cost of care and the complexity of needs. The current model includes a combination of standard rates, banded rates, and variable (spot purchase) rates, which has led to inconsistencies in pricing, challenges in market management, and difficulties in ensuring value for money.

This review aligns with the principles of the Care Act 2014 , which places duties on local authorities to facilitate and shape adult social care markets, ensuring sufficiency, sustainability, and diversity. It also supports Nottingham City Council's Better Lives Better Outcomes Strategy, which promotes independence, person centered care, and a sustainable adult social care market.

The review will explore opportunities to redesign the pricing model to support a more consistent and equitable approach to commissioning care. This includes ensuring that the amount paid:

- aligns with assessed needs
- supports a sustainable care market
- delivers high-quality outcomes for citizens

At this stage, it is not yet known whether the findings of the review will result in changes to the current fee levels. Should the review result in changes to fee levels, this EIA will be updated accordingly and resubmitted to the EDI team for further review. Any changes that may arise could have varying impacts on citizens and providers, depending on individual circumstances. Therefore, this Equality Impact Assessment (EIA) will consider the potential implications of any future changes, with a focus on ensuring equitable access to care and compliance with the Equality Act 2010.

DRAFT

Stakeholder engagement is being carried out with providers, service users, external colleagues (e.g., ICB, other local authorities), and internal colleagues (e.g., ASC, contracting, finance, brokerage). These stakeholders are central to the review process. Equality, Diversity, and Inclusion (EDI) considerations are embedded throughout engagement activities and service development to ensure the needs of people with protected characteristics are addressed.

1. b. Information used to analyse the equalities implications.

N.B When making a decision that impacts specific groups or protected characteristics, please ensure that you are able to demonstrate that you have meaningfully consulted with them. This includes impact on care leavers and the child.

A range of qualitative and quantitative data sources will be used to analyse the equalities implications of the pricing model review for residential and nursing care placements for working age adults (18–64). While the focus is on this cohort, the analysis will also consider citizens aged 65+ who may be affected due to their residence in homes commissioned under the same models. Quantitative and qualitative data will be incorporated into the review to inform decision-making and ensure equality considerations are evidence-based.

The following sources will inform the assessment:

- Internal data from Nottingham City Council systems, including finance, commissioning, and adult social care records, to understand current placement types, fee levels, and citizen demographics.

- Demographic and service usage data disaggregated by protected characteristics (e.g. age, disability, ethnicity, gender) to identify potential inequalities or disproportionate impacts. Demographic data will be captured for key protected characteristics where available, to support a meaningful equality analysis.

- Feedback from providers and citizens will be gathered through a range of engagement activities, including but not limited to scheduled provider workshops, citizen surveys, focus groups, and targeted consultations with advocacy groups. These activities form part of the wider commissioning review and will support co-production and inclusive decision-making

- External datasets, including Projecting Adult Needs and Service Information (PANSI) and the Joint Strategic Needs Assessment (JSNA), to support analysis of broader population needs and trends.

- Comparative models and benchmarking from other local authorities have been reviewed to understand best practice and alternative approaches to pricing. Findings from these benchmarking exercises will be used to inform the development of the revised pricing model.

Responsive updates: Should any equality impacts be identified through ongoing consultation or data analysis, this Equality Impact Assessment will be updated accordingly, and appropriate mitigations will be developed in line with the Council's duties under the Equality Act 2010

DRAFT

1. c. Who will be affected and how?

Equality group/ individual	Impact type	Positive	Negative	None
People from different ethnic groups	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	People from different ethnic groups may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes, accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently. Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.			
Equality group/ individual	Impact type	Positive	Negative	None
Men	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐

DRAFT

Reasons for your assessment (Including evidence)	Men may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently. Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.

Equality group/ individual	Impact type	Positive	Negative	None
Women	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	Women may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help			

DRAFT

	shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently. Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.

Equality group/ individual	Impact type	Positive	Negative	None
Trans	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	Trans individuals may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			

DRAFT

Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.

Equality group/ individual	Impact type	Positive	Negative	None
Disabled people/ Carers	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	Disabled people/carers may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement			

DRAFT

	decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.

Equality group/ individual	Impact type	Positive	Negative	None
Pregnancy and maternity	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	Pregnancy or maternity may be affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.			
Details of any arrangements for future monitoring of equality impact	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable			

DRAFT

(Including any action plans)	outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.

Equality group/ individual	Impact type	Positive	Negative	None
Marriage/ Civil Partnership	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	Marriage/civil partnership may be affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.			

Equality group/ individual	Impact type	Positive	Negative	None

DRAFT

People of different faiths/ beliefs and those with none	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	People of different faiths/beliefs and those with none may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.			
Equality group/ individual	Impact type	Positive	Negative	None
Lesbian/ Gay/ Bisexual people	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐

DRAFT

Reasons for your assessment (Including evidence)	Lesbian/gay/bisexual people may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.

Equality group/ individual	Impact type	Positive	Negative	None
Older	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	Older people may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help			

DRAFT

	shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.

Equality group/ individual	Impact type	Positive	Negative	None
Younger	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	N/A this review focuses on adults 18+.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Not applicable			

DRAFT

Equality group/ individual	Impact type	Positive	Negative	None
Care Experience (Please refer to the guidance notes for further information)	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐
Reasons for your assessment (Including evidence)	Individuals with care experience may reside in homes affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.			
Equality group/ individual	Impact type	Positive	Negative	None
Other (E.g. Cohesion/ good relations, Health status, vulnerable children/ adults),	☐ NCC staff ☒ Service users ☒ Citizens ☒ Community	☒	☒	☐

DRAFT

Childs Rights/interest of the child, socio-economic background (e.g. **financial vulnerable**) What considerations have been made to understand the impact of stigma within your decision? (link to the guidance)				
Reasons for your assessment (Including evidence)	Other may be affected by the pricing model review. The proposed changes could have both positive and negative impacts depending on individual circumstances. Positive impacts may include greater fairness and transparency in pricing, while negative impacts could involve changes to personal contributions, potential relocation, or reduced choice of appropriate care provision, if providers do not accept revised rates. Consultation will include those who may be negatively impacted to ensure their views help shape mitigation strategies. Intersectionality means some people may be affected in more than one way. We will consider how overlapping identities might increase the risk of unfair treatment and ensure these needs are taken into account during the review.			
Details of mitigation/ actions taken to advance equality	Engagement with citizens and providers will be used to understand individual circumstances and ensure equitable outcomes. Accessible communication needs will be identified through provider feedback. Commissioners will work with providers to ensure materials are inclusive and tailored to individual needs, such as easy-read formats, translations, and visual aids. Citizens will be informed about how to request reasonable adjustments, with providers supported to share this information clearly and consistently.Placement decisions will consider cultural, personal, and support needs. Where appropriate, adjustments will be made to minimise disruption and promote continuity of care.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Equality impacts will be monitored throughout the review process using demographic data, citizen feedback, and provider engagement. Any emerging issues will be addressed through updates to this EIA and the development of targeted actions. Monitoring will ensure that no group is disproportionately affected and that the revised pricing model supports inclusive and equitable outcomes. The review began in August 2025 and is expected to conclude by April 2026, with monitoring continuing throughout this period.			

DRAFT

1. d. Summary of any other potential impact

(Including cumulative impact/ human rights implications):

The pricing review may have wider implications beyond individual fee changes. These include potential cumulative impacts from broader adult social care reforms, cost-of-living pressures, and ICB funding decisions, which could disproportionately affect financially vulnerable citizens.

The review must uphold the Human Rights Act 1998, particularly around dignity, autonomy, and access to care. Fee changes may also affect provider viability, impacting placement availability and continuity of care.

To mitigate risks such as reduced choice or stigma, inclusive commissioning and equitable funding approaches will be prioritised. This EIA will be updated as new data and feedback emerge to ensure inclusive, rights-respecting outcomes.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.	The pricing review will be monitored to ensure compliance with the Equality Act 2010. Accessible communication formats and culturally sensitive placement decisions will be considered to support inclusion and prevent indirect discrimination.	Racheal Webster	April 2026	Ongoing throughout the review
Advance equality of opportunity between those who share a protected characteristic and those who don't	Engagement with citizens and providers will inform equitable outcomes. Multi-channel communications, easy-read formats, and visual aids will	Racheal Webster	April 2026	Ongoing throughout the review

DRAFT

	be used to support understanding and access.			
Foster good relations between those who share a protected characteristic and those who don't	Inclusive engagement and co-production with citizens and providers will help ensure that any changes to the pricing model are understood, equitable, and sensitive to all individual needs.	Racheal Webster	April 2026	Ongoing throughout the review
(Please add other equality outcomes as required – e.g., mitigate adverse impact identified for people with a disability)				

Outcome(s) of equality impact assessment:

☐	No major change needed	☐	Adjust the policy/proposal
X	Adverse impact but continue	☐	Stop and remove the policy/proposal

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

The assessment must be approved by the manager responsible for the service /proposal. **Approving Director details** (name, role, contact details)**:** Jackie Wyse, Head of Adults Commissioning, Contracts, Quality & Personalisation – Jackie.wyse@nottinghamcity.gov.uk **Approving Director Signature:**	**Date sent for advice:** 02.10.25 

DRAFT

Author Signature:	
Equality Team Signature: R.Dennis	**Date of final approval:** Draft: 03/10/2025

For further information and guidance, please visit the Equality Impact Assessment Intranet Pages

For EIA advice and/ or publishing please raise a ticket via Employee Service Centre

PLEASE NOTE: FINAL VERSIONS OF EIA'S MUST BE SENT TO THE EQUALITY & EMPLOYABILITY TEAM, OTHERWISE RECORDS WILL REMAIN INCOMPLETE.

DRAFT