Nottingham City Council

Equality Impact Assessment (EIA) Tool

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

Document Control

Control Details:	**FINAL**
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**	Cessation of Housing Related Support services in line with Contract end date
Name of author (Assigned to Pentana):	Sharon Ribeiro
Department:	Contracting, Quality and Improvement
Director:	Gary Jones
Division:	Commissioning & Partnerships – Adults
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Strategic Budget EIA:	Yes/ ~~No~~
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Document Amendment Record

Version	Author	Date
V1	Sharon Ribeiro	18 September 2025

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

Name	Title role	Date
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Glossary of Terms

Term	**Description**
EIA	Equality Impact Assessment
HRS	Housing Related Support Services
STAR	Steps To Active Recovery
ASC	Adult Social Care
CSE	Care Support and Enablement

Nottingham City Council

NHCP	Nottingham Health and Care Point

Section 1 – Equality Impact

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

1. a. Brief description of proposal/ policy/ service to be assessed

This Equality Impact Assessment (EIA) aims to evaluate the potential effects of ending the Housing Related Support (HRS) services in line with the contract end date of 31 March 2026. The assessment will ensure that the decision-making process is, transparent, and considers the needs of all protected characteristics under the Equality Act 2010.

The primary objective of the HRS services is to actively promote opportunities for individuals engaged with secondary mental health services to access accommodation that facilitates integration into the wider community. This, in turn, enables individuals to live as independently as possible, in alignment with their capabilities.

The contract stipulates that citizens should typically require a minimum of five hours of support per week. In instances where a citizen requires less than this threshold, the provider is expected to collaborate with the individual to develop a tailored plan that actively supports progression towards independent living. The service is designed to be short-term, lasting up to two years, with the expectation that individuals typically engage for around six months.

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

There are 3 Contracts in place for Housing Related Support services:

a. Mental Health Supported Accommodation Service; - Mental Health Standard Service with Nottingham Community Housing Association (known as “All Saints”)
b. Mental Health Supported Accommodation Service; – Recovery Service with Framework Housing Association (known as “The Crescent”)
c. Mental Health Short Term Supported Accommodation – STAR with Framework Housing Association (known as “Hughenden Lodge”)

Providers are aware of the contract ending. Formal notification letters have been issued to the providers confirming that the contracts will not be extended beyond 31 March 2026. Both providers have been requested to submit a comprehensive exit plan. All citizens currently receiving support will undergo a review to ensure that their eligible care and support needs are fully assessed prior to any transition to alternative provision. At present, there are 37 citizens across the three services receiving support under the Housing Related Support (HRS) contracts. The citizens accessing the service are generally working age adults with low level mental health needs, however, the service does cater for adults 18+.

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)	There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act 2014. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.			

Details of mitigation/ actions taken to advance equality	Monthly meetings are being held with providers, Housing colleagues and Social Workers to ensure that citizen reviews are progressing and that appropriate support is being provided to secure suitable housing (where necessary), such as through HomeLink or other NCC Housing options. In cases where ongoing support is required, options such as Care and Support Enablement (CSE) accommodation-based services or CSE outreach—where a citizen has secured a tenancy—may be considered. A clear understanding of the available housing pathways is essential. To support this, joint meetings between Housing and Adult Social Care (ASC) will be convened to ensure that the most appropriate and sustainable accommodation options are identified for each individual.

Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Men	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.			

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Equality group/ individual	Impact type	Positive	Negative	None
Women	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs.			

	Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.

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Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Trans	☐ NCC staff x☐ Service users ☐x Citizens ☐ Community	☐	☐	☒

Reasons for your assessment (Including evidence)	Nottingham City Council do not currently collect data for this group; however, the mitigations will remain the same. There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.
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Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Disabled people/ Carers	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	This service is not applicable for Carers. It is not a service that support carers or a respite provision for carers. This is for single citizens over 18 who are engaged in secondary mental health services. There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.			

Details of mitigation/ actions taken to advance equality	Monthly meetings are being held with providers, Housing colleagues and Social Workers to ensure that citizen reviews are progressing and that appropriate support is being provided to secure suitable housing (where necessary), such as through HomeLink or other NCC Housing options. In cases where ongoing support is required, options such as Care and Support Enablement (CSE) accommodation-based services or CSE outreach—where a citizen has secured a tenancy—may be considered. A clear understanding of the available housing pathways is essential. To support this, joint meetings between Housing and Adult Social Care (ASC) will be convened to ensure that the most appropriate and sustainable accommodation options are identified for each individual.

Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Pregnancy and maternity	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	This service is not commissioned for this group. However, should a pregnancy become known the same mitigations will apply. There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services.			

Details of mitigation/ actions taken to advance equality	All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.
	Monthly meetings are being held with providers, Housing colleagues and Social Workers to ensure that citizen reviews are progressing and that appropriate support is being provided to secure suitable housing (where necessary), such as through HomeLink or other NCC Housing options. In cases where ongoing support is required, options such as Care and Support Enablement (CSE) accommodation-based services or CSE outreach—where a citizen has secured a tenancy—may be considered. A clear understanding of the available housing pathways is essential. To support this, joint meetings between Housing and Adult Social Care (ASC) will be convened to ensure that the most appropriate and sustainable accommodation options are identified for each individual.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Marriage/ Civil Partnership	☐ NCC staff ☒ Service users	☐	☐	☒

	☒ Citizens ☐ Community			
Reasons for your assessment (Including evidence)	Not applicable this service has not been commission to support married or citizens in a civil partnership but for single citizens over 18 who are engaged in secondary mental health services.			
Details of mitigation/ actions taken to advance equality	Not applicable			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Not applicable			
Equality group/ individual	Impact type	Positive	Negative	None
People of different faiths/ beliefs and those with none	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒

Reasons for your assessment (Including evidence)	There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may

	not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.
Details of mitigation/ actions taken to advance equality	Monthly meetings are being held with providers, Housing colleagues and Social Workers to ensure that citizen reviews are progressing and that appropriate support is being provided to secure suitable housing (where necessary), such as through HomeLink or other NCC Housing options. In cases where ongoing support is required, options such as Care and Support Enablement (CSE) accommodation-based services or CSE outreach—where a citizen has secured a tenancy—may be considered. A clear understanding of the available housing pathways is essential. To support this, joint meetings between Housing and Adult Social Care (ASC) will be convened to ensure that the most appropriate and sustainable accommodation options are identified for each individual.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Lesbian/ Gay/ Bisexual people	☐ NCC staff x☐ Service users x☐ Citizens ☐ Community	☐	☐	☒

Reasons for your assessment (Including evidence)	Nottingham City Council do not currently collect data for this group, but mitigations will remain. There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all cultural and religious believes considered as part of their review
Details of mitigation/ actions taken to advance equality	Monthly meetings are being held with providers, Housing colleagues and Social Workers to ensure that citizen reviews are progressing and that appropriate support is being provided to secure suitable housing (where necessary), such as through HomeLink or other NCC Housing options. In cases where ongoing support is required, options such as Care and Support Enablement (CSE) accommodation-based services or CSE outreach—where a citizen has secured a tenancy—may be considered. A clear understanding of the available housing pathways is essential. To support this, joint meetings between Housing and Adult Social Care (ASC) will be convened to ensure that the most appropriate and sustainable accommodation options are identified for each individual.

Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Older	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process.			

Details of mitigation/ actions taken to advance equality	Monthly meetings are being held with providers, Housing colleagues and Social Workers to ensure that citizen reviews are progressing and that appropriate support is being provided to secure suitable housing (where necessary), such as through HomeLink or other NCC Housing options. In cases where ongoing support is required, options such as Care and Support Enablement (CSE) accommodation-based services or CSE outreach—where a citizen has secured a tenancy—may be considered. A clear understanding of the available housing pathways is essential. To support this, joint meetings between Housing and Adult Social Care (ASC) will be convened to ensure that the most appropriate and sustainable accommodation options are identified for each individual.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Following a review, all citizens will have any identified care and support needs met—either through Care and Support Enablement (CSE) accommodation-based services, such as supported living, or via CSE outreach for those who have secured a new tenancy. Any requests for support received through the Nottingham Health and Care Point (NHCP) will be reviewed in accordance with Care Act responsibilities. Where appropriate, individuals will be signposted to alternative services that better align with their needs.

Equality group/ individual	Impact type	Positive	Negative	None
Younger	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	N/A this contract is for 18+ only. This is not a service commissioned for under 18.			
Details of mitigation/ actions taken to advance equality	N/A			
Details of any arrangements for	N/A			

future monitoring of equality impact (Including any action plans)	N/A			
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)	This service is not for care leavers; however, mitigations would remain the same if leaving care was a factor. There are currently 37 citizens placed within Housing Related Support (HRS) services. However, recent reviews have identified that not all individuals meet the eligibility criteria under the Care Act. As such, the HRS pathway may not have been the most appropriate route to securing accommodation in these cases. Nonetheless, some individuals continue to require a level of support to sustain independent living. All citizens are over 18 and engaged in secondary mental health services. All citizens currently placed within HRS services have either been reviewed or allocated for review. It is essential that consideration is given to the most appropriate accommodation pathway, ensuring alignment with Care Act responsibilities and individual support needs. Although this contract for the delivery of Care Act eligible support will be ending, the current accommodation support that the citizens are getting may not. Their housing needs are likely to continue under a contract with NCC Housing. All citizens will be reviewed to ensure the most appropriate housing pathway is used. Citizens will be actively involved in this process with all communication support (interpreters etc) considered to support robust communication.			

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Equality group/ individual	Impact type	Positive	Negative	None
Other (E.g. Cohesion/ good relations, vulnerable children/ adults), socioeconomic background (e.g. financial vulnerable)	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	N/A			
Details of mitigation/ actions taken to advance equality	N/A			

Details of any arrangements for future monitoring of equality impact (Including any action plans)	N/A N/A

1. d. Summary of any other potential impact

(Including cumulative impact/ human rights implications):

The overall impact of ending the Housing Related Support (HRS) services is anticipated to be neutral. All citizens currently receiving support will undergo comprehensive reviews to ensure their care and support needs are appropriately identified and met. Where individuals are assessed as eligible under the Care Act, alternative options such as Care and Support Enablement (CSE) accommodation-based services or CSE outreach will be considered. For others, support will be provided to facilitate a transition to independent living.

Nottingham City Council is currently developing an Accommodation Strategy, led by Commissioning that will clearly outline the accommodation options required to meet both current and future needs. As part of this process, NCC will work collaboratively with existing providers to identify gaps within the wider housing context and utilise available provision to strengthen homelessness pathways. Housing will continue to engage with providers to understand the broader impact of service changes and explore how premises can be repurposed to support wider housing objectives.

At this stage, no significant broader implications have been identified. However, upon completion of the Accommodation Strategy, NCC will be better positioned to determine the services required to meet the forecasted needs of the city's population.

Services will continue to be reviewed on a monthly basis to ensure that no group is disproportionately affected. Should any equality or human rights implications arise during the course of service delivery, this Equality Impact Assessment will be updated accordingly, and appropriate mitigations will be implemented.

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.	No mitigation required at this point. Potential concerns will be identified as part of the citizens review process	Sharon Ribeiro	Monthly - ongoing	
Advance equality of opportunity between those who share a protected characteristic and those who don't	No mitigation required at this point. Potential concerns will be identified as part of the citizens review process	Sharon Ribeiro	Monthly - ongoing	
Foster good relations between those who share a protected. characteristic and those who don't	No mitigation required at this point. Potential concerns will be identified as part of the citizens review process.	Sharon Ribeiro	Monthly - ongoing	
(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.
☐	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 & Brokerage **Approving Director Signature:**	**Date sent for advice:**  06.10.25
Author Signature:	 06.10.25
Equality Team Signature:	**Date of final approval:**

For further information and guidance, please visit the Equality Impact Assessment Intranet Pages Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.