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:	**DRAFT**
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**	Working Age Care and Support - Reviews
Name of author (Assigned to Pentana):	Kane Voss
Department:	Adult Social Care and Health
Director:	Chris Atherton
Division:	Adult Social Care
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Strategic Budget EIA:	Yes/ ~~No~~
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Document Amendment Record

Version	Author	Date
V1	Kane Voss	26/09/25
V2	Chris Atherton	03/10/25

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

Name	Title role	Date
Kane Voss	Head of Business and Performance	26/09/25
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Chris Atherton	Director of Adult Social Care	03/10/25
Rebecca Dennis	Equality, Diversity & Inclusion Lead	07/10/25

Glossary of Terms

Term	**Description**
EIA	Equality Impact Assessment
ASC	Adult Social Care

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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 budget saving aligned to social care reviews. Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislative frameworks. All citizens are assessed to determine their needs, and support is provided where required. Where a citizen is not eligible under the Care Act for commissioned care services, they are signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.

This activity does not represent a change in our statutory responsibilities. Primary savings will be achieved through comprehensive reviews that reduce costs while enhancing the independence of citizens by employing strengths-based practices that seek to maintain independence and expanding the use of suitable accommodation and meaningful community activities, with clear stepdown arrangements in place. The savings will be realised by reducing external care package expenditure. The review will focus on service provision and the eligibility criteria under the Care Act for current packages, particularly for Homecare and Residential services for working-age adults.

The assessment will ensure that the decision-making process is, transparent, and considers the needs of all protected characteristics under the Equality Act 2010.

1. b. Information used to analyse the equalities implications

Demographics of service users in ASC. This guidance will apply to packages of care and support for individuals aged 18+ within the remit of Adult Social Care (over 5000 citizens open to services). External care provision is commissioned to meet individual assessed eligible need. Eligibility is as per the Care Act and associated legislative frameworks.

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	☐	☐	☒

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.

Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

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

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance

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Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

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

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.

Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

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

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.
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Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

Equality group/ individual	Impact type	Positive	Negative	None
Disabled people/ Carers	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances. Where citizens have a disability, this is considered as part of a care act assessment and
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.

Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

Equality group/ individual	Impact type	Positive	Negative	None
Pregnancy and maternity	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

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

	☒ Citizens ☐ Community			

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

Equality group/ individual	Impact type	Positive	Negative	None
People of different faiths/ beliefs and those with none	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

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

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

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

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances. Age is considered as part of a care act assessment and meeting care act eligible needs through care and support.

Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

Equality group/ individual	Impact type	Positive	Negative	None
Younger	☐ NCC staff ☒ Service users ☒ Citizens ☐ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	This type of care and support is for 18+ citizens only. If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate			

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	alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.

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)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance			

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	and assistance suited to their circumstances.			
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required. EIAs will be monitored and reviewed where required.			
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	☐	☐	☒

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Reasons for your assessment (Including evidence)	If this proposal leads to placements ending, this may cause disruptions in care which could lead to impacts on overall wellbeing and therefore day to day presentation. However, impacts will be minimised through the planning of care and support. Where a citizen is not eligible for commissioned care services, they will be signposted to the appropriate alternative services or community-based support to ensure they receive guidance and assistance suited to their circumstances.
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based approach applied to support informed decision-making. This will be delivered through a tailored approach that meets individual assessed needs and adheres to the Care Act and all relevant legislation and statutory guidance, ensuring support is appropriate, lawful, and person-centred. Relevant teams in Commissioning will be engaged early to ensure that any alternative placements required are well planned as far as is possible. Where possible, opportunities to step forward care into less restrictive options will be explored through practitioner input.
Details of any arrangements for future monitoring of equality impact	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required

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(Including any action plans)	EIAs will be monitored and reviewed where required.

1. d. Summary of any other potential impact

(Including cumulative impact/ human rights implications):

This proposal may have several impacts for citizens should care provision change. The comprehensive reviews aim to reduce costs while enhancing the independence of citizens by employing strengths-based practices and expanding the use of suitable accommodation and meaningful community activities, with clear stepdown arrangements in place. The savings will be realised by reducing external care package expenditures. The review will focus on service provision and the eligibility criteria under the Care Act for current packages, particularly for Homecare and Residential services for working-age adults.

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 through measures already identified. Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required.	Chris Atherton	1/6/26	

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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 through measures already identified. Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required.	Chris Atherton	1/6/26	
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 through monitoring measures already identified. Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required.	Chris Atherton	1/6/26	
			1/6/26	
(Please add other equality outcomes as required – e.g., mitigate adverse impact identified for people with a disability)	Impact on citizens, regardless of protected characteristics, should continue to be monitored by the service in line with the Care Act, including reassessment and review, where required	Chris Atherton	1/6/26	

Outcome(s) of equality impact assessment:

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☒	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)**:** **Approving Director Signature:*C.Atherton***	**Date sent for advice:** 03/10/25 **Chris Atherton, Director of Adult Social Care,** chris.atherton@nottinghamcity.gov.uk
Author Signature:*K.Voss*	
Equality Team Signature: R.Dennis	**Date of final approval:** **21/10/25**

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.

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