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:	
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**	Strategic Commissioning Review – Residential and Nursing Care for Adults 18+ (Working Age Adults18-64 and Older Adults 65+)
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1	Debbie Hemsley	22/08/2025

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Name	Title role	Date
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Glossary of Terms

Term	**Description**
EIA	Equality Impact Assessment
EDI	Equality, Diversity, and Inclusion
ASC	Adult Social Care

SCR	Strategic Commissioning Review (refers to the whole commissioning exercise)

Section 1 – Equality Impact

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

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

A strategic commissioning review is being undertaken of residential and nursing care for adults aged 18 and over, including both working age adults (18–64) and older adults (65+). The aim is to conduct a comprehensive review of the residential and nursing care market across both age groups to inform future strategies, ensure a diverse and sustainable market, promote high-quality care, and support the economic viability of care providers.

This review aligns with 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 the principles of Nottingham City Council's Better Lives Better Outcomes Strategy, which promotes independence, empowerment, and person-centred care, ensuring residential care is considered only when other options have been exhausted.

The review will assess both long-term and short-term residential and nursing care provision, considering factors such as quality, accessibility, and value for money, which will support thriving market for providers.

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

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 residential and nursing care review for adults aged 18 and over.

This includes:

- Data from Nottingham City Council systems and databases covering both working age and older adult residential care.
- Demographic and service usage data disaggregated by protected characteristics (e.g., age, disability, ethnicity, gender).
- Feedback and insights from engagement activities and service development with service users, carers, providers, external and internal colleagues.
- Comparative data and best practice from other local authorities.

Evidence gathered through surveys and co-production activities will include Equality, Diversity, and Inclusion (EDI) questions to ensure diverse voices are heard. This information will be used to identify potential inequalities, inform mitigation strategies, and ensure that the future model of residential and nursing care is inclusive, equitable, and responsive to the needs of all adults aged 18+, in line with the Care Act 2014.

Responsive updates: should any equality impacts be identified through ongoing monitoring and consultation, this Equality Impact Assessment will be updated accordingly, along with any proposed mitigations.

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)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for people from different ethnic groups, the review will consider that services are inclusive, culturally appropriate, and responsive to the needs of citizens from diverse backgrounds.			

Details of mitigation/ actions taken to advance equality	None required
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.

Equality group/ individual	Impact type	Positive	Negative	None
Men	☒ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for men, the review will consider gender-specific experiences and outcomes in residential care, to ensure services are inclusive and equitable.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			

Equality group/ individual	Impact type	Positive	Negative	None
Women	☒ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults.			

	While no negative impacts have been identified for women, the review will consider gender-specific experiences and outcomes in residential care, to ensure services are inclusive and equitable.
Details of mitigation/ actions taken to advance equality	None required
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.

Equality group/ individual	Impact type	Positive	Negative	None
Trans	☒ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for trans, the review will consider how services can be made more affirming and responsive to the needs of trans adults across both working age and older populations, ensuring that care settings are safe, respectful, and equitable.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			

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

Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for disabled people carers, the review will consider how services can be made more accessible, inclusive, and responsive to the needs of disabled citizens and their carers.
Details of mitigation/ actions taken to advance equality	None required
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.

Equality group/ individual	Impact type	Positive	Negative	None
Pregnancy and maternity	☒ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for pregnancy and maternity, the review will consider how residential care services can support the specific health, wellbeing, and safeguarding needs of this group.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			

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

	☒ Community			
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for marriage and civil partnership, the review will consider how residential care provision supports relationship continuity, privacy, and emotional wellbeing.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			
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)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for people of different faiths, beliefs, or those with none, the review will consider how residential care services can respect and accommodate diverse spiritual, religious, and cultural practices.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			

Equality group/ individual	Impact type	Positive	Negative	None
Lesbian/ Gay/ Bisexual people	☒ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for lesbian, gay and bisexual people, the review will consider how residential care services can be inclusive and affirming of diverse sexual orientations.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			
Equality group/ individual	Impact type	Positive	Negative	None
Older	☒ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for older people, the review will consider the specific needs of this group, including increased likelihood of long-term care, complex health conditions, and vulnerability to isolation.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			

(Including any action plans)	

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			

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)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for care experience, the review will consider how residential care services can support those who have previously been in care settings.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			

Equality group/ individual	Impact type	Positive	Negative	None
Other (E.g. Cohesion/ good relations, Health status, vulnerable children/ adults), 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)	☒ NCC staff ☒ Service users ☒ Citizens ☒ Community	☐	☐	☒
Reasons for your assessment (Including evidence)	The proposal is to conduct a strategic review of residential and nursing care for adults aged 18+. This includes a comprehensive analysis of the residential care market across both working age and older adults. While no negative impacts have been identified for individuals who may be affected by broader social factors, the review will consider how residential care services can support equitable access, promote social inclusion, and reduce disadvantage.			
Details of mitigation/ actions taken to advance equality	None required			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	While no immediate equality impacts are anticipated, regular reviews, stakeholder feedback, and demographic data monitoring will be used to identify and address any unforeseen or emerging issues. This will help ensure the project remains inclusive and responsive to changing circumstances.			

1. d. Summary of any other potential impact
(Including cumulative impact/ human rights implications):

The strategic review of residential and nursing care for adults aged 18+ is expected to have a broadly positive impact by improving service quality, sustainability, and responsiveness across both working age and older adult populations.

There are no anticipated broader equality or human rights implications at this stage. However, the residential and nursing care review will continue to be assessed in the context of wider changes to adult social care provision to ensure that no group is disproportionately affected.

Should any equality or human rights concerns emerge during the course of the review or future service delivery, this Equality Impact Assessment will be updated accordingly, and appropriate mitigations will be put in place to ensure inclusive and equitable 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.	No mitigation required at this point. The review will continue to be monitored to ensure compliance with the Equality Act 2010	Debbie Hemsley		Ongoing throughout the review
Advance equality of opportunity between those who share a protected characteristic and those who don't	No mitigation required at this point. The review will continue to be monitored. Potential concerns will be identified through ongoing engagement with service users, carers, and stakeholders to ensure equitable access and outcomes across all protected groups.	Debbie Hemsley		Ongoing throughout the review

Foster good relations between those who share a protected characteristic and those who don't	No mitigation required at this point. The review will continue to be monitored. Inclusive engagement and co-production will support positive relationships, reduce stigma, and ensure that residential and nursing care environments promote dignity, respect, and belonging for all individuals.	Debbie Hemsley		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:

x	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/ Head of Service details** (name, role, contact details)**:** Jackie Wyse, Head of Adults Commissioning, Contracts, Quality & Personalisation **Approving Director/ Head of Service Signature:**	**Date sent for advice:** 16.09.25 

Author Signature:	
Equality Team Signature: *Rosey Donovan*	**Date of final approval:** **02/09/2025**

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.