

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):	Equitable Care and Support Policy
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	
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Document Amendment Record

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Rosey Donovan	Equality and Employability Consultant	16/07/2025 / 30/07/2025

Glossary of Terms

Term	Description

Section 1 – Equality Impact

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

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

The implementation of the [Care Act 2014](#) introduced significant changes to the Council's statutory responsibilities, including clear duties around eligibility, prevention, and the promotion of wellbeing, independence, and informed choice. A key principle of the Care Act is supporting individuals to live as independently as possible for as long as possible, shifting the approach from doing things *for* people to working *with* them.

As a local authority we have a duty to assess and ensure all eligible needs arising from that assessment are met. We will help people to consider their own strengths and capabilities, and what support might be available from their wider support network or within the community. The identification of eligible needs is based on the National Eligibility Criteria as defined in the Care Act 2014. This is as follows:

“The Care Act 2014 and the Care and Support (Eligibility Criteria) Regulations 2015 set out the national eligibility criteria for adults with care and support needs¹. The criteria are based on three factors ([Determination of eligibility under the Care Act 2014 | SCIE](#))

- The adult has a physical or mental impairment or illness that causes the needs
- The needs prevent the adult from achieving two or more of the specified outcomes, such as personal care, social activities, or work
- The inability to achieve these outcomes has or is likely to have a significant impact on the adult's wellbeing”

To support this, the Council is introducing a **Equitable Care and Support Policy**, which describes the ways in which we will arrange care in a manner that reflects the choice and preferences of individuals but balances the need for us to arrange care that is sufficient to meet eligible needs whilst always looking to make best value of the finite resources available to us. It will clarify how decisions are made about what the Council is required to fund, and how personal preferences and choices are considered within those financial boundaries. The policy will be rolled out following Executive Board on 21st October.

This will be a social care-led initiative, with support from Commissioning and Partnerships. The policy will ensure a more consistent and fair application of social work practice when considering how we meet the needs of individuals with eligible care and support needs. We will promote and embed a strengths-based approach in our workforce to care planning, ensuring that adults of all ages are empowered with clear, accessible information about care options and associated costs. This will enable them to make informed decisions in partnership with Social Care Practitioners.

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.

This guidance will apply to all packages of care and support for individuals aged 18+ within the remit of Adult Social Care.

External care provision is commissioned to meet individual assessed eligible need. Eligibility is as per the Care Act and associated legislation and frameworks.

Citizen groups will be approached for purpose of consultation via our Adult Social Care Stakeholder Engagement Officer (SEO). The SEO will reach out to citizen groups like Disability Involvement Group (DIG), Good companions, AgeUK Nottingham group, My Sight Notts, Changing Futures Expert Citizen's Group, and public forums like Age friendly. The consultation will be in the form of an online questionnaire with an in-built function to be automatically and easily translated by the user to their preferred language. The policy will be shared alongside an Easy-Read version with a lexile number of 900. The consultation will commence on 04/08/2025 and finish on 12/09/2025.

[Care Act 2014 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

1. c. Who will be affected and how?

Equality group/ individual	Impact type	Positive	Negative	None
People from different ethnic groups	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.			

	This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.			
Details of mitigation/ actions taken to advance equality	Citizens will still have access to care provision, with a strengths-based and best value 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. For example, for citizens from ethnic minority groups, cultural needs—such as language preferences, dietary requirements, or religious practices—will be considered during the assessment and care planning process. This ensures that commissioned services are culturally appropriate, inclusive, and responsive to the diverse backgrounds of the people we support.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Men	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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. This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.			

Details of mitigation/ actions taken to advance equality	<p>Citizens will still have access to care provision, with a strengths-based and best value 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.</p> <p>For example, when working with male citizens, considerations may include preferences for male care workers, support that acknowledges gender-specific health needs, or addressing barriers that men may face in accessing or engaging with services. This ensures that care is delivered in a way that is respectful, relevant, and sensitive to individual identity and experience.</p>			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Women	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
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	For example, when working with female citizens, considerations may include preferences for female care workers, support that addresses women’s specific health and safety needs, or sensitivity to experiences such as domestic abuse or caregiving roles. This ensures care is delivered in a way that respects and responds to women’s unique circumstances and promotes their well-being.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Trans	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
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	approach helps create an inclusive and affirming environment that promotes dignity and well-being.			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Disabled people/ Carers	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
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Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Pregnancy and maternity	<div><input type="checkbox"/> NCC staff</div> <div><input type="checkbox"/> Service users</div> <div><input checked="" type="checkbox"/> Citizens</div> <div><input type="checkbox"/> Community</div>	<div><input type="checkbox"/></div>	<div><input type="checkbox"/></div>	<div><input checked="" type="checkbox"/></div>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
Details of mitigation/ actions taken to advance equality	<p>Citizens will still have access to care provision, with a strengths-based and best value 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.</p> <p>For example, when working with individuals who are pregnant or in the maternity period, considerations will include meeting specific health and emotional needs related to pregnancy and childbirth, providing support that promotes maternal wellbeing, and ensuring continuity of care for both the parent and baby. This approach ensures care is responsive, compassionate, and supportive.</p>			

Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Marriage/ Civil Partnership	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
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Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
People of different faiths/ beliefs and those with none	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
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Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Lesbian/ Gay/ Bisexual people	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
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Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Older	<div><input type="checkbox"/> NCC staff</div> <div><input type="checkbox"/> Service users</div> <div><input checked="" type="checkbox"/> Citizens</div> <div><input type="checkbox"/> Community</div>	<div><input type="checkbox"/></div>	<div><input type="checkbox"/></div>	<div><input checked="" type="checkbox"/></div>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
Details of mitigation/ actions taken to advance equality	<p>Citizens will still have access to care provision, with a strengths-based and best value 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.</p> <p>For example, when working with older people, considerations will include addressing age-related health conditions, promoting independence and social inclusion, and respecting individual preferences around dignity and quality of life. This ensures care is compassionate, responsive, and supportive of the unique challenges and strengths of later life.</p>			

Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/individual	Impact type	Positive	Negative	None
Younger	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
Details of mitigation/actions taken to advance equality	<p>Citizens will still have access to care provision, with a strengths-based and best value 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.</p> <p>For example, when working with younger people, considerations will include supporting education, employment, and social participation, as well as promoting independence and skills development. Care planning will take into account their aspirations and evolving needs to ensure the support provided helps them lead fulfilling and autonomous lives.</p>			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			

Equality group/ individual	Impact type	Positive	Negative	None
Care Experience (Please refer to the guidance notes for further information)	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Citizens <input type="checkbox"/> Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Reasons for your assessment (Including evidence)	<p>Care provision is commissioned to meet individual assessed eligible need, in line with the Care Act and associated legislation and frameworks. All citizens will be assessed to determine their needs, and support will be provided where required. 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.</p> <p>This policy does not represent a change in our statutory responsibilities, rather, it is an opportunity to better inform citizens about the role and responsibilities of Adult Social Care, including how support is provided and the criteria for accessing commissioned services.</p>			
Details of mitigation/ actions taken to advance equality	<p>Citizens will still have access to care provision, with a strengths-based and best value 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.</p> <p>For example, when working with individuals who have care experience, such as those currently or formerly in care settings, considerations will include providing support that acknowledges their unique backgrounds, promotes stability and well-being, and addresses any specific emotional or practical needs resulting from their experiences. This ensures care is sensitive, empowering, and tailored to support positive outcomes.</p>			
Details of any arrangements for future monitoring of equality impact (Including any action plans)	No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.			
Equality group/ individual	Impact type	Positive	Negative	None
Other (E.g. Cohesion/ good relations, Health	<input type="checkbox"/> NCC staff <input type="checkbox"/> Service users	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>status, vulnerable children/ adults), Childs Rights/interest of the child, socio-economic background (e.g. financial vulnerable)</p> <p>What considerations have been made to understand the impact of stigma within your decision? (link to the guidance)</p>	<p><input checked="" type="checkbox"/> Citizens</p> <p><input type="checkbox"/> Community</p>			
<p>Reasons for your assessment (Including evidence)</p>	<p>Vulnerable individuals or groups often experience disadvantages related to health, social circumstances, or economic factors, which can affect their ability to access services, exercise their rights, or participate fully in society. These challenges may include physical or cognitive impairments, language barriers, financial constraints, social isolation, or discrimination, all of which can limit opportunities and increase the risk of exclusion..</p>			
<p>Details of mitigation/ actions taken to advance equality</p>	<p>To mitigate these issues, it is essential to implement targeted person centred support measures such as providing accessible facilities and communication methods, offering financial advice and assistance, and ensuring culturally sensitive and inclusive services. Partnership working with system partners can help identify and engage vulnerable populations more effectively. Additionally, staff training on equality, diversity, and safeguarding can improve awareness and responsiveness to the unique needs of these groups.</p>			
<p>Details of any arrangements for future monitoring of equality impact (Including any action plans)</p>	<p>No additional monitoring as eligibility is as per the Care Act and associated legislation and frameworks.</p>			

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

Citizens will be fully informed of their care options, including the associated cost, Adult Social Care is not a free service and as part of the assessment process, individuals undergo a financial assessment to determine how much they are required to contribute towards the cost of their care and support. If an individual chooses to have their eligible needs met through a more expensive option than the one identified as suitable and available by the Council, they may be required to contribute to the additional cost.

While the Council remains responsible for meeting all assessed eligible needs and is required to pay the market rate at the time of sourcing if necessary—regardless of whether this exceeds the standard rate—there is no obligation for the Council to fund a more expensive option solely to meet eligible needs.

In some cases, this may involve a financial contribution from family members, particularly if a top-up is required to access a higher-cost service that exceeds what the Council deems appropriate and sufficient to meet needs. Adult Social Care must take affordability into account when commissioning services to ensure that care and support can be delivered sustainably within available resources, while still meeting individuals' assessed eligible needs in accordance with the Care Act. This approach will be applied in a fair and consistent way to ensure equity and transparency in decision-making across all cases.

It is important to note that top-ups, additional payments for care arrangements that exceed the council's assessed rate, are outside the control of Adult Social Care, as these are paid by a third party, such as a family member, and are subject to separate agreements between the third party and the care provider.

This strengths-based approach ensures that adults of all ages are empowered with clear information about their options and the cost implications of different care arrangements, this information will be shared at all stages of the adult social care journey- at the point of referral, at the point of assessment and during the financial assessment that will be carried out by the relevant charging team to determine financial contributions to the cost of care. It supports individuals and their families to make informed decisions in collaboration with Adult Social Care Practitioners.

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

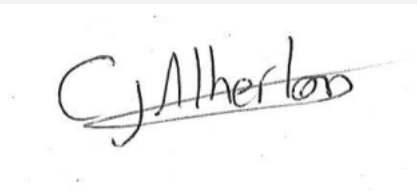
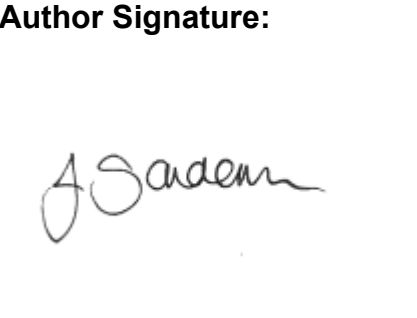
Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Equality Act 2010.	This service is available for Adults 18+ regardless of their protected characteristic to meet their eligible assessed needs.	N/A	N/A	N/A
Advance equality of opportunity between those who share a protected characteristic and those who don't	This service is available for Adults 18+ regardless of their protected characteristic to meet their eligible assessed needs.	N/A	N/A	N/A
Foster good relations between those who share a protected characteristic and those who don't	This service is available for Adults 18+ regardless of their protected characteristic to meet their eligible assessed needs.	N/A	N/A	N/A
(Please add other equality outcomes as required – e.g., mitigate adverse impact identified for people with a disability)				

Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

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

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal.</p> <p>Approving Director details (name, role, contact details):</p> <p>Chris Atherton, Strategic Director for Adult Social Care and chris.atherton@nottinghamcity.gov.uk</p> <p>Approving Director Signature:</p> 	<p>Date sent for advice:</p> <p>8th July 2025</p>
<p>Author Signature:</p> 	
<p>Equality Team Signature:</p> <p><i>Rosey Donovan</i></p>	<p>Date of final approval:</p> <p>30th July 2025</p>

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.