

# Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

## *Bed-Based Intermediate Care procurement*

An Equality Impact Assessment (EIA) form is a document that proves paying due regard by considering protected characteristics. EIAs that accompany reports presented to Councillors for decision-making are published with the committee papers on our website and are also available in hard copy at the relevant meetings.

### Section 1: Initial Equality Impact Assessment Screening

This section documents the equality screening process of actual or potential impacts of the proposed activity on a specific protected characteristic, along with NYC's additional agreed-upon characteristics, to determine whether a full Equality Impact Assessment (EIA) is necessary or appropriate.

Basic Details	
<b>Directorate</b>	Health and Adult Services
<b>Service area</b>	Commissioning and Service Development
<b>Proposal being screened</b>	Bed-Based Intermediate care procurement
<b>Officer(s) carrying out screening</b>	Laura Exley
<b>Lead Officer and contact details</b>	Hannah Brown
<b>Date of the assessment</b>	21/01/2026
<b>Please describe briefly what this EIA is about.</b> (e.g. are you starting a new service, changing how you do something, or stopping doing something?)	The aims of the procurement are to establish a new commissioned integrated bed-based intermediate care offer with a formalised wraparound health offer across all services accessible for all people eligible for bed-based intermediate care, including those with complex life circumstances and specialist care needs, ensuring people receive the right support in the right place at the right time; enabling more people to return/remain at home for longer
<b>What does the authority hope to achieve by it?</b> (E.g. to save money, meet increased demand, do things in a better way.)	The procurement will establish a more robust pathway for people requiring bed-based intermediate care through a new longer-term contract and service specification with care home providers for delivery of these services in North Yorkshire. The procurement aims to achieve improved outcomes for people and financial benefits for the Council and wider health and social care system.
Further Details	
<b>1.1 How have stakeholders been involved in this policy/ decision/ proposal?</b> (e.g. a consultation exercise)	Market engagement has been completed as part of the pre-procurement phase. A request for information was sent out via YORTender and a market engagement event was held. 21 formal responses were received in total. In addition, Service Development have worked closely with care home providers over the last year to develop the service

specification and associated pathways and processes to support delivery, as well as the KPIs for the service. This has been undertaken via Provider Forums, Provider Surgeries and Service Reviews. The responses were positive towards the planned service delivery and approach to the procurement.

**1.2 Will the proposal have a significant effect on how other organisations operate?** (e.g. partners, funding criteria, etc.). Please explain briefly

The service will be jointly funded with Humber & North Yorkshire Integrated Care Board on a 50:50 basis. It is expected that there will be reduced admissions to hospital which is a financial benefit to the health and social care system as a whole.

**1.3 Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC’s additional agreed characteristics**

As part of this assessment, please consider the following questions:

- To what extent is this service used by particular groups of people with protected characteristics?
- Does the proposal relate to functions that previous consultation has identified as important?
- Do different groups have different needs or experiences in the area the proposal relates to?

If for any characteristic, it is considered that there is likely to be an adverse impact or you have ticked ‘Don’t know/no info available’, then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.

**Tick and indicate which protected characteristics are identified as relevant to the proposal (positive, negative, neutral or don’t know).**

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
Age	✓				
Disability	✓				
Sex			✓		
Race (including GRTS)			✓		
Gender reassignment			✓		
Sexual orientation			✓		
Religion or belief			✓		
Pregnancy or maternity			✓		
Marriage or civil partnership			✓		

**NYC’s additional characteristics**

People in rural areas	✓				
People on a low income			✓		
Carer (unpaid family or friend)	✓				
Are from the Armed Forces Community (including veterans)			✓		

**1.4 To which Part(s) of the Public Sector Equality Duties is the Policy/decision/proposal relevant? Tick and briefly describe.**

General Duties	Yes	No	Details
Eliminate unlawful discrimination, harassment and victimisation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Advance equality of opportunity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Foster good relations between different groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

<b>1.5 Decision (Please tick one option)</b> Decision to recommend this policy/ decision for an Equality Impact Assessment?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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If the answer is “Yes”, or you indicate a negative impact on any of the characteristics mentioned in the table above, please continue to Section 2 and complete the full Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

<b>Signed</b> (Assistant Director or equivalent)	Abigail Barron
<b>Date</b>	20/02/26

## Section 2: Equality Impact Assessment

This section aims to provide a full assessment of the actual or potential impacts on specific protected characteristics, along with NYC's additional characteristics. It will also identify the proper actions to mitigate these impacts, if needed.

**2.1 Evidence, Consultation and Data: What data or evidence source(s) has/ have been used to inform this assessment?** Select the relevant source (s):

- Demographic data
- Service usage data
- Consultation feedback
- National/local research and report
- Expert opinion
- Others

**2.2 Stakeholder Engagement: What engagement has been done regarding the proposal and what are the results?**

- Who has been consulted?
- How were they consulted?
- What feedback was received?

**2.3 What positive impact will this proposal have on the council budget, people, community, economic growth and environment, etc? Please explain briefly**

**2.4 Please briefly describe how will this proposal affect people with protected characteristics? Only those who are identified as relevant to the proposal in section 1.**

protected characteristics	Negative	Don't know	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information, etc.
Age			
Disability			
Sex			
Race (including GRTS)			
Gender reassignment			
Sexual orientation			
Religion or belief			
Pregnancy or maternity			
Marriage or civil partnership			
<b>NYC's additional characteristics</b>			
People in rural areas			
People on a low income			
Carer (unpaid family or friend)			
Are from the Armed Forces Community (including veterans)			

**2.5 Geographic impact: Please detail where the impact will be** (please tick all that apply)

North Yorkshire wide	
Craven	
Hambleton	
Harrogate	
Richmondshire	
Ryedale	
Scarborough	
Selby	

If you have ticked one or more areas, will specific town(s)/ village(s) be particularly impacted? If so, please specify below.

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**2.6 Will the proposal affect anyone more because of a combination of protected characteristics?** (e.g. older women or young gay men) State what you think the effect may be and why, citing evidence from Q2.1 & Q2.2, e.g. engagement, consultation and/or service user data or demographic information, etc.

**2.7 Mitigation and Actions: List the actions that will be taken to reduce or eliminate any negative impact identified above and how positive impacts will be enhanced.** Briefly describe the action you defined.

Actions	Lead	By when

**2.8 Monitoring and Review: If the proposal is to be implemented, how will the impact be monitored?** Briefly describe the monitoring arrangements/systems that will be put in place to find out how the expected outcomes have been achieved in practice.

**2.9 Conclusion: Please summarise the findings of your EIA, including impacts, recommendations in relation to addressing impacts, including any legal advice, and next steps.** This summary should be used as part of the report to the decision maker.

**2.10 Sign off section**

**This full EIA was completed by:**

Name: Hannah Brown  
Job title: Commissioning and Provider Services Development Manager  
Directorate: Health and Adult Services  
Signature: H.Brown

Completion date: 20/02/2026

**Authorised by relevant Assistant Director (signature):** Abigail Barron

**Date:** 20/02/2026