

Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Demographic Growth			
Growth or Savings/Income?	Growth			
FTE Reduction/Increase	N/A			
Brief Description and Aim <i>(no more than 100 words)</i>	Adult Social Services have identified the minimum budget growth needed to cover rising demand, higher care costs, and national policy changes.			
Budget Reduction / Growth Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Value (£000)	2,079		
Directorate/Service area and Cabinet Portfolio	Adult Services – Operations and Safeguarding Cabinet Portfolio - Adult Services and Public Health			

<p>Impacts to Service Delivery <i>(no more than 100 words)</i></p>	<p>The Care Act 2014 specifies the general legal duties that local authorities have towards every individual living in their local area, regardless of whether they have needs for care and support, eligible needs, or neither. These duties apply regardless of how long individuals have been living in the local area for.</p> <p>Adult Social Services have identified the minimum budget growth needed to cover rising demand, higher care costs, and national policy changes. There's been an increase in both the number and complexity of people needing care, as well as in market costs. These challenges are recognized nationally by ADASS.</p>
<p>Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i></p>	<p>Medium</p> <p>The proposals ensure that Adult Social Care are meeting their statutory duties and do not go beyond the legal limits for Adult Social Care.</p> <p>Needs may be met through types of care and support which are available universally, including those which are not directly provided by the local authority.</p> <p>Adult Social Care will ensure that all services provided to service users are adequate and proportionate to meet their assessed eligible care and support needs.</p>
<p>Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i></p>	<p>The proposals are linking to the reviews of packages of care, the increase in the reablement proposals and the development of an enablement service.</p> <p>Adult Social Care have a statutory duty to review a person's care package at least once a year. Demand for social care continues to rise with over 2000 requests for assessment made each year.</p>

	Reablement supports individuals to regain lost skills and confidence after a period of illness, injury, or hospital stay. Enablement is a broader, ongoing approach focused on promoting independence by reducing barriers and building on existing strengths and capabilities, even for those with long-term conditions or disabilities.
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail <i>(no more than 100 words)</i>	N/A

Assessment of impact: ‘Equality analysis’

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	Sex	<p>All Adult Social Care Services work to ensure all adults, carers and families including those with protected characteristics are supported and encouraged to access services. Initial and ongoing assessments aim to identify protected characteristics of all individuals (where relevant).</p> <p>All services are aware the potential increase impact of caring for a person with care and</p>	This budget growth is required to enable council to continue to meet individuals’ eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.

		support needs on women and best practice has been shared.		
2	Pregnancy & maternity	Adults Services are engaged with the under 1s group through the BSCCP practice review group. Adult Social service have in place a disabled parents protocol.	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
3	Gender reassignment	Adults Services ensure they consider the impact of the support provide for those who have undergone gender reassignment or identify as a gender that is different to that assigned at birth. Adults are signposted to partner agencies through the Community Wellbeing Hub.	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
4	Disability	Accessibility to services is monitored through our Business intelligence group. Carers have access to support through our Carers centre. Adults have access to support through the Live Well BANES site and the Community Wellbeing Hub. B&NES council is an accredited Disability Confident Employer: https://jobsandcareers.bathnes.gov.uk/working-bnes/equality-and-diversity	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
5	Race	Access to support is monitored through our Business intelligence group. Translation services are used on request or where a need has been identified. B&NES Traveller families can be signposted to the following services:	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.

		<p>Traveller Education Health and wellbeing Housing Dedicated Outreach Officer A regular multi-agency meeting ensures that all professionals work together for a coordinated approach for the Traveller Community.</p>		
6	Sexual orientation	<p>The impact of Adults Service provision and support provided for lesbian, gay, bisexual, heterosexual people is monitored through is monitored through our Business intelligence group.</p> <p>People are signposted to partner agencies via the community wellbeing hub.</p>	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
7	Marriage and civil partnership	<p>Adults Services treat all people equally and this is monitored through our Business intelligence group.</p>	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
8	Religion/belief	<p>Adults Services treat all people, regardless of their religion and beliefs equally and this is monitored through is monitored through our Business intelligence group.</p>	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
9	Age	<p>The impact of Adults Service provision and support provided for different age groups is monitored through our Business intelligence group. Translation services are used on request or where a need has been identified.</p>	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.

B&NES Local Priority				
10	Socio-economically disadvantaged	Adults Services support and intervention is aimed at providing support to those affected by socio-economic disadvantage.	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
11	Rural communities	Adults Services work to ensure people living in rural communities are considered when planning support and have access to services.	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
12	Armed Forces Community	Adults Services 'have due regard' to the principles of the Armed Forces Covenant, when making decisions about the development and delivery of services.	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.
13	Care Experienced	Adult Services are responsible for assessing the needs of young people (from age 14) who may meet Care Act Eligibility we have adopted the Care Leavers Pledge, and the move towards care experienced as a protected characteristic. The service is actively involved in a cross council group to monitor implementation.	This budget growth is required to enable council to continue to meet individuals' eligible needs and sustain diverse care market.	No known impact for other service areas/other proposals.

Name of officer(s) conducting equality analysis: Natalia Lachkou, Assistant Director of Commissioning

Signed off by: Suzanne Westhead, Director of Adult Social Care

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