

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	Commissioning framework			
Proposals or Savings/Income?	Saving			
FTE Reduction/Increase	N/A			
Brief Description and Aim <i>(no more than 100 words)</i>	This proposal will be achieved by recommissioning services for people with learning disabilities and delivering better value from contracts.			
Budget Reduction / Proposals Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Value (£000)	250		
Directorate/Service area and Cabinet Portfolio	Adult Services – Commissioning Cabinet Portfolio - Adult Services and Public Health			

Impacts to Service Delivery <i>(no more than 100 words)</i>	The local authority arranges and manages care placements and support packages for eligible individuals under the Care Act 2014, aiming to meet statutory duties cost-effectively. Services are recommissioned at contract end, creating opportunities to optimize procurement and deliver better value.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Medium – Achieving part-year commissioning savings is difficult due to timing and process constraints. Savings can only start when new contract terms take effect, but existing contracts, required notice periods, and the time needed to implement new suppliers often delay these savings into the next financial period. Commissioners will work with providers of care to identify opportunities to deliver better value throughout the year.
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	<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> <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.</p>
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>The commissioning team promotes equality for groups with protected characteristics by ensuring services are inclusive, accessible, and responsive to diverse needs.</p> <p>This includes conducting Equality Impact Assessments, designing culturally appropriate and tailored services, and removing barriers to access.</p> <p>In relation to sex, the commissioning team promotes equality by ensuring that services are designed to meet the needs of everyone while addressing any disparities in outcomes.</p> <p>Regular data monitoring ensures that any differences in access or outcomes are identified and addressed.</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
2	Pregnancy & maternity	In relation to pregnancy and maternity, the commissioning team promotes equality by ensuring services support people who are pregnant or parenting who have support needs eligible for support under the Care Act.	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
3	Gender reassignment	In relation to gender reassignment, the commissioning team promotes equality by ensuring services are inclusive, supportive,	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

		<p>and responsive to the needs of transgender and non-binary young people.</p> <p>The team works with providers to ensure policies are inclusive.</p>		
4	Disability	<p>In relation to disability, the commissioning team promotes equality by ensuring that services are accessible, inclusive, and tailored to meet the diverse needs of disabled people.</p> <p>B&NES council is an accredited Disability Confident Employer: https://jobsandcareers.bathnes.gov.uk/working-bnes/equality-and-diversity</p> <p>Many of the services commissioned are focused on meeting a primary support need to ensure services are tailored appropriately to meeting specific health and wellbeing outcomes.</p> <p>This recommissioning project focuses on contracts that provide services for people with learning disabilities. These contracts are coming to a planned end and need to be recommissioned.</p> <p>People's eligible care needs will continue to be met, guided by strength-based assessments and reviews. Through market development and procurement process, the commissioners are going to look for best value for money for the council.</p>	<p>Future services will be commissioned to meet everyone's eligible care needs, guided by strength-based assessments and reviews.</p>	<p>No known impact for other service areas/other proposals.</p>
5	Race	<p>In relation to race, the commissioning team promotes equality by ensuring services are culturally sensitive and address the specific</p>	<p>No known adverse impact based on this budget proposals.</p>	<p>No known impact for other service areas/other proposals.</p>

		<p>needs of people from all racial and ethnic backgrounds.</p> <p>The services commission affected by these inflation proposals are checked for their adherence and compliance to the Equality Act when joining the relevant frameworks.</p> <p>The commissioning team will confirm this compliance when undertaking contract reviews of services, which will include seeking feedback from those being supported by the provider.</p> <p>Translation and Interpretation services will be used on request or whenever a need is known. This will support inclusion for non-English speaking and Deaf people.</p>		
6	Sexual orientation	<p>In relation to sexual orientation, the commissioning team promotes equality by ensuring services are inclusive and affirming of all sexual orientations.</p> <p>Services are designed to address challenges such as discrimination, stigma, or mental health concerns in relation to maximising their health and wellbeing outcomes.</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
7	Marriage and civil partnership	<p>In relation to marriage and civil partnerships, the commissioning team promotes equality by ensuring that services are inclusive and sensitive to the diverse family structures and legal partnerships.</p> <p>The team ensures that commissioned services do not discriminate based on marital or</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

		partnership status and that all families are treated equitably.		
8	Religion/belief	The commissioning team will commission services that are respectful of individuals' religion and beliefs.	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
9	Age	<p>In relation to age, the commissioning team promotes equality by ensuring that services are tailored to meet people of different ages and the specific needs associated with people of different ages.</p> <p>Services commissioned are defined by services for working age adults (18-64) and older adults (65+). This aligns to the registration of services with the Care Quality Commission. However, services can define their services to meet both people under and over 65.</p> <p>This recommissioning project focuses on services for people with learning disabilities including working age adults and older adults.</p>	Future services will be commissioned to meet everyone's eligible care needs, guided by strength-based assessments and reviews.	No known impact for other service areas/other proposals.
B&NES Local Priority				
10	Socio-economically disadvantaged	The commissioning team will seek to promote services throughout the region to meet the full range of economic needs providing choice where possible. Access to services is not impacted by economic status and individuals assessed under the Care Act are means-tested for a financial contribution. However, this will not restrict access to services that meet are designed to meet health and wellbeing outcomes.	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

11	Rural communities	<p>In relation to rural communities, the commissioning team will promote the development and access to services needed by people living in rural areas.</p> <p>This includes addressing issues such as geographical isolation, limited local resources, and travel barriers to accessing services, such as education, healthcare, and social care support.</p> <p>Monitoring and addressing the impact of rural isolation on well-being and service access is key to maximising health and wellbeing.</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
12	Armed Forces Community	The determination of support is covered under the eligibility contained within the Care Act and this will include those who are serving or have served in the armed forces.	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
13	Care Experienced	There are working procedures in place to ensure individuals transitioning from Children's to Adult Services are supported effectively.	No known adverse impact based on this budget proposals.	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

Date: 17th November 2025