

## 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.

<b>Title of savings proposal</b>	Development of Individual Service Funds
----------------------------------	---

<b>Savings</b>	£200k			
<b>FTE Reduction/Increase</b>				
<b>Brief Description and Aim</b> <i>(no more than 100 words)</i>	<p>An Individual Service Fund is a way for people to receive and manage their personal budget for care and support, where a chosen provider manages the funds and services on their behalf. This allows individuals to have control over how their support is delivered, as the provider works with them to plan activities and services that meet their specific outcomes.</p> <p>ISFs (Individual Service Funds) offer significant cost benefits compared to traditional care packages by reducing unnecessary service hours, enabling personalised support, and promoting independence through assistive technology. Their flexibility allows for tailored support that adapts to changing needs, reduces administrative burdens for individuals, and fosters community engagement.</p>			
<b>Budget Reduction</b> <i>(note year 2 value is the increase/decrease on year 1)</i>	<b>Year</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>
	<b>Value (£000)</b>	£200k		
<b>Directorate/Service area and Cabinet Portfolio</b>	<p>Adult Social Care Operations and Safeguarding</p> <p>Cabinet Portfolio - Adult Services and Public Health</p>			
<b>Impacts to Service Delivery</b> <i>(no more than 100 words)</i>	N/A			

<b>Delivery Risk Rating (High/Medium/Low)</b> <i>(Please detail reasons and actions to reduce risk)</i>	Medium – jointly working with commissioning providers and micro enterprises will be identified to work with and support individuals to manage their ISFs.
<b>Do the aims of this proposal link to any other budget proposals?</b> <i>(no more than 100 words)</i>	There is an interlink with the budget proposals on Transitions for young people and Care Package Reviews, enablement services and technology enabled care.
<b>Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail</b> <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.

	<b>All equality areas/characteristics</b>	<b>How this proposal might advance equality</b>	<b>Potential negative or adverse impacts - and what steps can be taken to mitigate this</b>	<b>Potential knock-on impacts for other service areas/other proposals</b>
<b>1</b>	<b>Sex</b>	ISF's are available for all men and women that meet the criteria	No known impacts	No known impacts
<b>2</b>	<b>Pregnancy &amp; maternity</b>	ISFAs are available to pregnant women if they meet the eligibility for Adult Social Care support	No known impacts	N/A
<b>3</b>	<b>Gender reassignment</b>	By tailoring support to individual needs, ISFs can help address gender-specific care requirements	No known impacts	N/A

		and combat traditional gendered assumptions about caregiving and roles.		
<b>4</b>	<b>Disability</b>	ISFs are explicitly designed to benefit disabled people and people with long-term health conditions by putting them in control of their own support, potentially leading to more appropriate and flexible care than traditional packages.	No known impacts	N/A
<b>5</b>	<b>Race</b>	ISFs give individuals the privacy and control to choose providers and support that are culturally sensitive and appropriate to their identities		
<b>6</b>	<b>Sexual orientation</b>	ISFs are available to people who are eligible for Adult Care and Support regardless of sexual orientation.	No known impacts	N/A
<b>7</b>	<b>Marriage and civil partnership</b>	ISFs are available to people who are eligible for Adult Care and Support regardless of marital status.	No known impacts	N/A
<b>8</b>	<b>Religion/belief</b>	ISFs give individuals the privacy and control to choose providers and support that are sensitive and appropriate to their religion or belief.	No known impacts	N/A
<b>9</b>	<b>Age</b>	The flexibility of ISFs can benefit both older and younger adults with social care needs, allowing support to be adapted to specific life stages and changing requirements.	No known impacts	N/A
<b>B&amp;NES Local Priority</b>				

<b>10</b>	<b>Socio-economically disadvantaged</b>	Are ISF's available to everyone regardless of benefit entitlement if they are receipt of council funded Adult Social Care support.	No known impacts	N/A
<b>11</b>	<b>Rural communities</b>	ISFs can address issues with the availability of traditional care services in rural communities.	No known impacts	N/A
<b>12</b>	<b>Armed Forces Community</b>	ISFs can address issues with the availability of traditional care services for the armed forces community communities.	No known impacts	N/A
<b>13</b>	<b>Care Experienced</b>	The service will be available to Care Leavers who meet the criteria for Adult Support under the Care Act.	No known impacts	N/A

**Name of officer(s) conducting equality analysis:** Ann Smith, Assistant Director of Adult Social Care

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

**Date:** 17<sup>th</sup> November 2025