

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	Increase reablement offer			
Proposals or Savings/Income?	Saving	FTE Reduction/Increase		N/A
Brief Description and Aim (no more than 100 words)	<p>Reablement is a service designed to help individuals regain essential skills and rebuild confidence following an illness, injury, or a stay in the hospital. In B&NES, this service is delivered by the HCRG Care Group, alongside other community health services.</p> <p>Expanding reablement services and integrating technology-enabled care solutions can lead to better outcomes for individuals. This approach supports people in becoming more independent and allows for more efficient use of homecare resources. By leveraging assistive technology, the service can be tailored to individual needs reducing the need for more intensive or long-term care.</p>			
Budget Reduction / Proposals Value (note year 2 value is the increase/decrease on year 1)	Year	2026/27	2027/28	2028/29
	Value (£000)	200		

Directorate/Service area and Cabinet Portfolio	<p>Adult Services – Commissioning</p> <p>Cabinet Portfolio - Adult Services and Public Health</p>
Impacts to Service Delivery <i>(no more than 100 words)</i>	<p>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.</p> <p>HCRG Care Group provide reablement service that helps individuals regain essential skills and rebuild confidence following an illness, injury, or a stay in the hospital.</p> <p>Technology Enabled Care, such as telecare and daily living aids, helps reduce the need for in-person care while maintaining or improving outcomes.</p>
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	<p>Medium – There are challenges in delivering proposals due to different timelines for scaling up B&NES technology-enabled care offer and the need to align this service with reablement and homecare. Additionally, limited understanding of reablement or technology-enabled care among service users and referring agencies can impact engagement and outcomes.</p> <p>These challenges can be mitigated by collaborating with professionals across reablement, homecare and community equipment pathways to identify and optimise opportunities for efficiencies and improved outcomes,</p>
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 technology-enabled care 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>Technology Enabled Care, such as telecare and daily living aids, helps reduce the need for in-person care while maintaining or improving outcomes.</p> <p>Enablement focuses on promoting independence by reducing barriers and building on existing strengths and capabilities, even for those with long-term conditions or disabilities.</p>
<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></p>	<p><u>Technology Enabled Care</u>: Reablement can identify opportunities to introduce cost-effective alternatives like telecare or simple aids to daily living, which can reduce the need for physical care hours while maintaining or improving outcomes.</p> <p><u>Community Wellbeing Hub</u>: The reablement service will signpost individuals to voluntary or community services that can meet some of their eligible or non-eligible needs thereby optimising the formal care package.</p>

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>Reablement supports increased independence for individuals, leading to a better quality of life and enhanced well-being. It also helps reduce the need for long-term care, such as early admission to a care home, and can prevent hospital readmissions.</p> <p>For families and carers, it allows them to reduce the amount of hands-on care they provide and strengthens their relationships with the person they are supporting.</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	<p>In relation to gender reassignment, the commissioning team promotes equality by ensuring services are inclusive, supportive, 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>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
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:</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

		<p>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>Reablement supports increased independence for individuals, leading to a better quality of life and enhanced well-being. It also helps reduce the need for long-term care, such as early admission to a care home, and can prevent hospital readmissions.</p> <p>For families and carers, it allows them to reduce the amount of hands-on care they provide and strengthens their relationships with the person they are supporting.</p>		
5	Race	<p>In relation to race, the commissioning team promotes equality by ensuring services are culturally sensitive and address the specific 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>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

		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.		
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 partnership status and that all families are treated equitably.</p> <p>For families and carers, it allows them to reduce the amount of hands-on care they provide and strengthens their relationships with the person they are supporting.</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
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	In relation to age, the commissioning team promotes equality by ensuring that services are tailored to meet people of different ages and	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

		<p>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>Reablement supports increased independence for individuals, leading to a better quality of life and enhanced well-being. It also helps reduce the need for long-term care, such as early admission to a care home, and can prevent hospital readmissions. For families and carers, it allows them to reduce the amount of hands-on care they provide and strengthens their relationships with the person they are supporting.</p>		
B&NES Local Priority				
10	Socio-economically disadvantaged	<p>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.</p> <p>Reablement is a short-term health service delivered free of charge to individuals.</p>	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

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