

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	Transitions to Adult Social Care
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Savings	£300k		FTE Reduction/Increase	
Brief Description and Aim <i>(no more than 100 words)</i>	<p>Reducing the costs of transitions from children's social care to adult social care can be achieved through a focus on early intervention, joint working between agencies, and person-centred, long-term planning. These strategies help prevent fragmented care, promote independence, and ensure cost-effective support packages are in place.</p> <p>The proposed savings in transitions to adult social care focus on early, coordinated planning linked to Education, Health, and Care Plans, joint commissioning and pooled budgets, assigning a designated worker for continuity, promoting independence and life skills, proactive information and guidance, and early financial advice. These approaches aim to ensure seamless transitions, reduce dependency, and provide cost-effective, person-centred support.</p>			
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)	£300k		
Directorate/Service area and Cabinet Portfolio	<p>Adult Social Care Operations and Safeguarding</p> <p>Cabinet Portfolio - Adult Services and Public Health</p>			
Impacts to Service Delivery <i>(no more than 100 words)</i>	N/A			

Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	There is an interlink with the budget proposals on enablement services focus on supporting people to be as independent as possible, for as long as possible. This empowers individuals with diverse needs (e.g., older adults, people with physical or learning disabilities, mental health conditions) to have greater choice and control over their lives, which is a key aspect of person-centred equality.
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>	There are interdependencies with the Families First Programme and the Preparing for Adulthood project.

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
	Adult social care recognises that people who use our services are in a position of vulnerability we are committed to treating individuals in a person centred way that recognises the impact of equality areas and characteristics			
1	Sex	Assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if	Women are more likely to receive care and serve as unpaid carers due to gaps in formal support.	No Known Impacts

		needs have genuinely changed, and this must be clearly evidenced.	All carers are offered an independent assessment of their needs during the review process.	
2	Pregnancy & maternity	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	<p>The ability to carry out caring responsibilities for a child is a statutory outcome which is assessed during reviews and will be taken into consideration in determining whether the local authority will provide a package of care.</p> <p>Reviews will consider the additional impact of pregnancy and maternity leave on informal care or care the individual requires and ensure that eligible care needs will continue to be met.</p>	No Known Impacts
3	Gender reassignment	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	Specific needs related to gender identity will be acknowledged during care reviews as national data informs us that the trans community have higher risks to their mental health.	No Known Impacts
4	Disability	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The review process will consider the impact of physical health, mental health or illness on a person well-being and their ability to meet their care needs.	No Known Impacts
5	Race	Reviews must be driven by an assessment of the individual's eligible needs and well-being,	Adult Social Care will ensure access to information, advocacy, translation and culturally appropriate services	No Known Impacts

		Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	during the review process and when required to meet peoples needs.	
6	Sexual orientation	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The review process will be sensitive to individual preferences and needs as determined by the persons description of themselves and their couple status. We will be respectful and inclusive language through our interactions with people.	No Known Impacts
7	Marriage and civil partnership	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	the review process will be sensitive to individual circumstances when reviewing care provision. When couples both have needs, they will be treated as autonomous individuals during the review process. Acknowledging that in some circumstances care may not always be provided in the same setting.	No Known Impacts
8	Religion/belief	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	the review process will be sensitive to individual preferences and beliefs regarding care provision. Adult Social Care will ensure that information and access to faith based services is considered during the review process and when required to meet peoples needs.	No Known Impacts
9	Age	Reviews must be driven by an assessment of the individual's eligible needs and well-being,	Specific needs related to age will be acknowledged during care reviews.	No Known Impacts

		Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	People living in poverty may experience digital exclusion due to the costs of broadband.	
B&NES Local Priority				
10	Socio-economically disadvantaged	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	Reviews will ensure that people receive signposting to the benefits they are entitled to (e.g., Carer's Allowance), have access to independent advocacy, and are aware of deferred payment options	No Known Impacts
11	Rural communities	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	Reviews will consider the impact of living in a rural community on the ability of individuals to access services. Tech	No Known Impacts
12	Armed Forces Community	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The Care Act's requirement for a "whole family" approach means that the needs of a service member's family, including children, are considered when assessing care needs. Trauma We are committed to becoming trauma informed organisation.	No Known Impacts
13	Care Experienced	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if	The review of care packages provided by adult social care will not impact on the individuals entitlement to Leaving Care services provided by childrens social care.	No Known Impacts

		needs have genuinely changed, and this must be clearly evidenced.	We are working towards being a trauma informed services	
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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: 17th November 2025