

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	Agency Spend (Residential Services)			
Growth or Savings/Income?	Savings	FTE Reduction/Increase	None	
Brief Description and Aim <i>(no more than 100 words)</i>	Proposal to reduce the revenue budget for Residential Services agency expenditure from 17.45% to 16% generating a saving of £100,000 by reducing the cost of agency backfill across services.			
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)	100		
Directorate/Service area and Cabinet Portfolio	Adult Social Care – Residential Services (Community Resource Centres and Extra Care Services) Cabinet Portfolio - Adult Services and Public Health			

Impacts to Service Delivery <i>(no more than 100 words)</i>	Residential Services has a bank staff function which is used to reduce reliance on agency staffing. There are 213 bank staff, including dedicated bank staff (60) and permanent staff who also hold a bank contract (153). The bank function provides staff with the opportunity to take on additional shifts.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	<p>Medium</p> <p>The bank staff function is well managed in Residential Services. Over the past six months, the bank staff function has increased coverage requirements by 17%. The use of agency staff is monitored by the manager in the service resulting in agency usage decreasing and increased use of bank staff. The use of bank staff is encouraged as the first option to support service care continuity and higher care standards.</p> <p>Positive impacts of reducing reliance on agency staff with increased use of bank staff improves continuity of care as residents receive care from the same staff who understand their needs and a more stable workforce with better communication and less inconsistency between permanent and temporary staff.</p>
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	No
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>	No known impacts

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	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	Given the social care workforce is predominantly female the change could affect more women by impacting on flexible, part time agency work. This is mitigated by bank contracts being encouraged for people to work in a flexible way within residential services.	No known impacts.
2	Pregnancy & maternity	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	Could reduce opportunities for agency workers seeking flexible roles to manage their family circumstances. This is mitigated by bank contracts being encouraged for people to work in a flexible way within residential services.	No known impacts.
3	Gender reassignment	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	No known impacts.	No known impacts.
4	Disability	Reduces pay gap between permanent staff and agency staff.	Could affect disabled agency staff who need flexible hours or adapted work arrangements.	No known impacts.

		Bank staff have training and professional development opportunities and more favourable terms & conditions.	This is mitigated by bank contracts being encouraged for people to work in a flexible way within residential services.	
5	Race	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	Agency workforce often from a minority ethnic background and could disproportionately disadvantage these individuals. This is mitigated by bank contracts being encouraged for people to work in a flexible way within residential services.	No known impacts.
6	Sexual orientation	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	No known impacts.	No known impacts.
7	Marriage and civil partnership	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	No known impacts.	No known impacts.
8	Religion/belief	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	No known impacts.	No known impacts.
9	Age	Reduces pay gap between permanent staff and agency staff.	Could disproportionately affect younger or older agency workers	No known impacts.

		Bank staff have training and professional development opportunities and more favourable terms & conditions.	who rely on flexible work patterns – especially if they are care givers. This is mitigated by bank contracts being encouraged for people to work in a flexible way within residential services.	
B&NES Local Priority				
10	Socio-economically disadvantaged	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	Could reduce opportunities for agency workers seeking flexible roles. This is mitigated by bank contracts being encouraged for people to work in a flexible way within residential services.	No known impacts.
11	Rural communities	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	No known impacts.	No known impacts.
12	Armed Forces Community	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	No known impacts.	No known impacts.
13	Care Experienced	Reduces pay gap between permanent staff and agency staff. Bank staff have training and professional development opportunities and more favourable terms & conditions.	Could disproportionately affect younger or older agency workers who rely on flexible work patterns as care givers. This is mitigated by bank contracts being encourage for people to work in a flexible way within residential services.	No known impacts.

Name of officer(s) conducting equality analysis: Claire Thorogood, Assistant Director Adult Regulated Services & Governance

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

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