

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	Non-renewal of assisted employment contract for mental health service			
Proposals or Savings/Income?	Saving	FTE Reduction/Increase		N/A
Brief Description and Aim (no more than 100 words)	This proposal will be achieved by reviewing the assisted employment services available to B&NES residents and signposting service users to alternative assisted employment services best placed to meet their needs.			
Budget Reduction / Proposals Value (note year 2 value is the increase/decrease on year 1)	Year	2026/27	2027/28	2028/29
	Value (£000)	120		
Directorate/Service area and Cabinet Portfolio	Adult Services – Commissioning Cabinet Portfolio - Adult Services and Public Health			

<p>Impacts to Service Delivery <i>(no more than 100 words)</i></p>	<p>The local authority commissions from an external organisation short-term assisted employment support for adults with mental health-related needs.</p> <p>The council in addition to this external contract operates a Business and Skills Hub, which helps individuals overcome barriers to education and employment by offering careers advice, job search assistance, CV support, and job coaching.</p> <p>As contracts reach their planned end dates, there are opportunities to review the latest national policies on assisted employment and to identify alternative support options available to B&NES residents.</p>
<p>Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i></p>	<p>Medium – Identification of and transfer to alternative employment support options for individuals supported under the current contract may take longer than three months. This means that full year savings might not be achieved.</p> <p>Commissioners will work with providers of current and alternative assisted employment services to ensure a well-planned transfer to alternative support for all individuals involved.</p>
<p>Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i></p>	<p>N/A</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>N/A</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>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>	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>People will be enabled to access alternative support that best meets their needs.</p>	No known impact for other service areas/other proposals.
2	Pregnancy & maternity	<p>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.</p>	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p>	No known impact for other service areas/other proposals.

			Service users will be enabled to access alternative support that best meets their needs.	
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 people.</p> <p>The team works with providers to ensure policies are inclusive.</p>	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs.</p>	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>Interpretation services will be used on request or whenever a need is known. This will support inclusion for Deaf 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</p>	<p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs.</p> <p>Commissioners will work with providers of current and alternative assisted employment services to ensure a well-planned transfer</p>	No known impact for other service areas/other proposals.

		<p>meeting specific health and wellbeing outcomes.</p> <p>Assisted employment support service supports adults of working age (male and female) with mental-health related needs. Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust. People will be enabled to access alternative support that best meets their needs.</p>	to alternative support for all individuals involved.	
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> <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>	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs</p>	No known impact for other service areas/other proposals.
6	Sexual orientation	<p>In relation to sexual orientation, the commissioning team promotes equality by</p>	<p>The council does not routinely receive data about this equality characteristic.</p>	No known impact for other service areas/other proposals.

		<p>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>	<p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs</p>	
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>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs</p>	No known impact for other service areas/other proposals.
8	Religion/belief	<p>The commissioning team will commission services that are respectful of individuals' religion and beliefs.</p>	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p>	No known impact for other service areas/other proposals.

			Service users will be enabled to access alternative support that best meets their needs	
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>Assisted employment support service supports adults of working age (male and female) with mental-health related needs. Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust. People will be enabled to access alternative support that best meets their needs.</p>	<p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs.</p>	No known impact for other service areas/other proposals.
B&NES Local Priority				
10	Socio-economically disadvantaged	<p>The local authority Business and skills hub is focused on providing sustainable and inclusive progression and growth for B&NES residents and businesses.</p> <p>Assisted employment support service supports adults of working age (male and female) with mental-health related needs. Some individuals</p>	Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.	No known impact for other service areas/other proposals.

		<p>are supported to obtain paid employment, whilst other individuals are supported to sustain paid employment.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust. People will be enabled to access alternative support that best meets their needs.</p>	<p>Service users will be enabled to access alternative support that best meets their needs.</p>	
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>	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs</p>	<p>No known impact for other service areas/other proposals.</p>
12	Armed Forces Community	<p>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.</p>	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p>	<p>No known impact for other service areas/other proposals.</p>

			Service users will be enabled to access alternative support that best meets their needs	
13	Care Experienced	There are working procedures in place to ensure individuals transitioning from Children's to Adult Services are supported effectively.	<p>The council does not routinely receive data about this equality characteristic.</p> <p>Alternative assisted employment support options are provided by the council's Business and skills hub, the Jobcentre Plus and the local mental health trust.</p> <p>Service users will be enabled to access alternative support that best meets their needs</p> <p>Care experienced people are more likely to have experienced trauma and may be adversely impacted by this decision.</p>	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: 1st December 2025