

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	Improve our approach to using technology to reduce resource requirements.			
Proposals or Savings/Income?	Saving	FTE Reduction/Increase	N/A	
Brief Description and Aim <i>(no more than 100 words)</i>	This proposal will be achieved by using technology to reduce social care resource requirements.			
Budget Reduction / Proposals Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Value (£000)	75		
Directorate/Service area and Cabinet Portfolio	Adult Services – Commissioning Cabinet Portfolio - Adult Services and Public Health			

Impacts to Service Delivery <i>(no more than 100 words)</i>	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. Technology Enabled Care, such as telecare and daily living aids, helps reduce the need for in-person care while maintaining or improving outcomes.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low – Adult Social Care will expand technology-enabled care within the council-led community equipment service to support greater independence, reduce in-person care needs, and maintain or improve outcomes.
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 reablement 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>Reablement supports individuals to regain lost skills and confidence after a period of illness, injury, or hospital stay. Enablement is a broader, ongoing approach focused on promoting independence by reducing barriers and building on existing strengths and capabilities, even for those with long-term conditions or disabilities.</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>	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.

	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>Technology-enabled care offers significant benefits to individuals with social care needs, such as increased independence, enhanced safety, and better social connection.</p>	<p>Effective implementation of technology is influenced by gender-specific challenges, including potential gender bias in product design, digital literacy gaps and the risk of technology replacing in-person care.</p> <p>Strength-based assessments would help individuals choose how technology can best support their goals and outcomes.</p>	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	In relation to gender reassignment, the commissioning team promotes equality by ensuring services are inclusive, supportive,	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

		<p>and responsive to the needs of transgender and non-binary young people.</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>The team works with providers to ensure policies are inclusive.</p>		
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: 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>Technology can be a powerful force for inclusion, independence, and improved quality of life by providing essential assistive tools for disabled people.</p>	<p>Strength-based and financial assessments would help individuals access technology that supports their goals and is affordable, addressing barriers like the digital divide and high costs.</p>	<p>No known impact for other service areas/other proposals.</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>No known adverse impact based on this budget proposals.</p>	<p>No known impact for other service areas/other proposals.</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>		
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>	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 religion and beliefs and support individuals.	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
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>Technology can significantly improve the quality of life for older people by enhancing social connections, supporting health and safety, and aiding daily tasks.</p>	<p>Challenges such as cost, digital literacy, and accessibility can be barriers to technology adoption by older people. Older people may lack the digital skills or confidence needed to use assistive technology effectively.</p> <p>To maximize benefits, technology must be user-friendly, with adequate training and support, to empower older adults and mitigate the risks of social isolation and declining health.</p> <p>Strength-based and financial assessments would help individuals access technology that supports their goals and is affordable,</p>	No known impact for other service areas/other proposals.
B&NES Local Priority				
10	Socio-economically disadvantaged	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	The cost of technology, internet services, and the necessary supporting infrastructure can be prohibitive, especially for those on low incomes. Additionally, many people may lack the digital skills, confidence, or e-health	No known impact for other service areas/other proposals.

		<p>designed to meet health and wellbeing outcomes.</p> <p>Technology can help people remain independent in their own homes for longer. By supporting self-management, TEC can increase both independence and quality of life. Digital tools also empower individuals to take a more active role in managing their health and care plans, fostering a greater sense of control and well-being.</p>	<p>literacy needed to use digital health platforms and tools effectively.</p> <p>Strength-based and financial assessments would help individuals access technology that supports their goals and is affordable,</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>	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.

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