

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	Optimising BCF – Prevention Services			
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 optimising the use of Better Care Fund to protect social care expenditure on prevention services, in line with national guidance and local priorities.			
Budget Reduction / Proposals Value (note year 2 value is the increase/decrease on year 1)	Year	2026/27	2027/28	2028/29
	Value (£000)	320		
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>	<p>Commissioners will optimise the use of Better Care Fund to fund prevention services by robustly planning expenditure and ongoing monitoring of population outcomes achieved.</p> <p>Focus on prevention is a national and local priority across health and social care. This plan will ensure strategic alignment of funds to council priorities and use of funds comparable to that of statistical neighbours.</p>
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low – Better Care Fund planning process is scheduled to start in December, giving sufficient time to develop robust optimisation plan in line with national guidance and local priorities.
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	N/A
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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</p>	No known adverse impact based on this budget proposals.	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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</p>	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.

		Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.		
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>Better Care Fund will be used to fund prevention services that enable health and wellbeing of individuals and prevent, delay and reduce need to formal care.</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 has implemented SignVideo to enable improved communication with Council Connect for BSL users: https://www.bathnes.gov.uk/contact-us-signvideo</p>	Better Care Fund will be used to fund prevention services that enable health and wellbeing of individuals and prevent, delay and reduce need to formal care.	No known impact for other service areas/other proposals.

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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
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.

		Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.		
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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</p>	No known adverse impact based on this budget proposals.	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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</p>	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</p>	Future services will be commissioned to meet everyone's eligible care needs, guided by strength-based assessments and reviews.	No known impact for other service areas/other proposals.

		<p>their services to meet both people under and over 65.</p> <p>Better Care Fund will be used to fund prevention services that enable health and wellbeing of individuals and prevent, delay and reduce need to formal care. Prevention services provide care and support for adults aged 18 to 100+.</p> <p>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</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</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

		<p>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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</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>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.
13	Care Experienced	<p>There are working procedures in place to ensure individuals transitioning from Children's to Adult Services are supported effectively.</p> <p>Regular data monitoring ensures that any in barriers to access or differences in outcomes are identified and addressed.</p>	No known adverse impact based on this budget proposals.	No known impact for other service areas/other proposals.

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Date: 1st December 2025