

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 growth / savings proposal	Children's Services Demographics and Reunifications			
Growth or Savings/Income?	Growth / Savings	FTE Reduction/Increase	N/A	
Brief Description and Aim <i>(no more than 100 words)</i>	Children's Services have assessed the indicated budget growth and demographics request as the revised amount required to meet the costs of increased demand, increased costs in the market and national policy directives.			
Budget Reduction / Growth Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Growth Value (£000)	1,307		
	Savings Value (£000)	(390)		
Directorate/Service area and Cabinet Portfolio	Children's Services			

Impacts to Service Delivery <i>(no more than 100 words)</i>	Children's Services have assessed the indicated budget growth and demographics request as the minimal amount required to meet the costs of increased demand, increased costs in the market and national policy directives. We have seen an increase in the need and complexity of the children and young people who need to be accommodated and the increase cost of care in the market. Children and young have protected characteristics under the Equality Act 2010
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	<p>Medium</p> <ul style="list-style-type: none"> • The proposals ensure that Children's Social Care are meeting their statutory duties and do not go beyond the legal limits for Children's Social Care. • Needs may be met through types of care and support which are available universally, including those which are not directly provided by the local authority. • Children's Social Care will ensure that all services provided to service users are adequate and proportionate to meet their assessed care and support needs. • Plans for reunification link to children where this is part of their care plan and we need to be mindful that needs and risks can change these plans at times which can risk any associated efficiencies in the use of residential children's homes.
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	The proposals are linking to the family reunifications savings plans already proposed as part of the 2024-25 financial planning and included in the budget proposals.
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	All services are aware of the need to engage with fathers and best practice on engagement has been shared.	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
2	Pregnancy & maternity	Children's Services are members of the Best Start in Life group and/or associated sub-groups to ensure their services are accessible	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
3	Gender reassignment	Children's Services ensure they consider the impact of the support provide for those who have undergone gender reassignment. Children/young people are signposted to partner agencies such as Off the Record who provide commissioned LGBTQ+ support services. B&NES commission SARI to provide training and practice reflective sessions for staff. Individuals and families are supported to access SARI	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.

		for LGBTQ+ related issues or incidents.		
4	Disability	<p>Accessibility to services for children, young people and families is monitored through the Children's Services Quality Assurance Framework.</p> <p>Parents/carers have access to free independent support and advice through SENDIAS: https://livewell.bathnes.gov.uk/special-educational-need-or-disability-send/sendias-bathnes</p>	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
5	Race	<p>The impact of Children's Service provision and support provided for different ethnic groups is monitored through the Children's Services Quality Assurance Framework.</p> <p>Translation services are used on request or where a need has been identified.</p> <p>B&NES commission SARI to provide training and practice reflective sessions for staff. Individuals and families are supported to access SARI for Race related issues or incidents.</p> <p>B&NES Traveller families can be signposted to the following services: Traveller Education Health and wellbeing</p>	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.

		<p>Housing Dedicated Outreach Officer A regular multi-agency meeting ensures that all professionals work together for a coordinated approach for the Traveller Community.</p>		
6	Sexual orientation	<p>The impact of Children's Service provision and support provided for lesbian, gay, bisexual, heterosexual people is monitored through the Children's Services Quality Assurance Framework. Children/young people are signposted to partner agencies such as Off the Record who provide commissioned LGBTQ+ support services.</p> <p>B&NES commission SARI to provide training and practice reflective sessions for staff. Individuals and families are supported to access SARI for LGBTQ+ related issues or incidents.</p>	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
7	Marriage and civil partnership	<p>Children's Services treat all people equally and this is monitored through the Children's Services Quality Assurance Framework.</p>	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
8	Religion/belief	<p>Children's Services treat all people, regardless of their religion/belief equally and this is monitored through the Children's Services Quality Assurance Framework.</p>	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.

9	Age	The impact of Children's Service provision and support provided for different age groups is monitored through the Children's Services Quality Assurance Framework	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
B&NES Local Priority				
10	Socio-economically disadvantaged	Children's Services support and intervention is aimed at providing support to those affected by socio-economic disadvantage.	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
11	Rural communities	Children's Services work to ensure people living in rural communities are considered when planning support and have access to services.	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
12	Armed Forces Community	Children's Services respond to community needs and are pragmatic in ensuring their offer is appropriate to all families including armed forces community if needed. Learning from colleagues working across B&NES and Wiltshire is drawn upon when required	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
13	Care Experienced	Children's Services have been actively involved in the development of the Care Leavers Pledge, and the move towards care experienced as a protected characteristic. The service are actively involved in a cross council group to monitor implementation	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.

Name of officer(s) conducting equality analysis: Jean Kelly, Director of Children's Services

Signed off by: Jean Kelly, Director of Children's Services

Date: 30.11.2025