

## 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.

<b>Title of savings proposal</b>	Reduction in Off Contract Spend			
<b>Growth or Savings/Income?</b>	Savings	<b>FTE Reduction/Increase</b>	N/A	
<b>Brief Description and Aim</b> <i>(no more than 100 words)</i>	Deliver best value by ensuring contracts are utilised and optimised to reduce spend off contract.			
<b>Budget Reduction / Growth Value</b> <i>(note year 2 value is the increase/decrease on year 1)</i>	<b>Year</b>	<b>2026/27</b>	<b>2027/28</b>	<b>2028/29</b>
	<b>Value (£000)</b>	75		
<b>Directorate/Service area and Cabinet Portfolio</b>	Children's Services			

<p><b>Impacts to Service Delivery</b> <i>(no more than 100 words)</i></p>	<p>The local authority arranges and manages care placements and support packages for every Child Looked After as part of B&amp;NES Sufficiency Duty. The service focus on value-driven commissioning and stronger collaboration with providers, to ensure best value for money while maintaining high standards of care.</p> <p>The core aim is to ensure every Child Looked After has a suitable and tailored placement, fulfilling Bath and North East Somerset's (B&amp;NES) Sufficiency Duty. This statutory duty requires B&amp;NES to secure appropriate placements for all Children Looked After</p> <p>Deliver best value from contracts by managing them efficiently and optimizing commissioning resources through effective processes will ensure services and functions continue within budget by optimizing commissioned contracts and resources and reducing the need to spend off contract.</p>
<p><b>Delivery Risk Rating (High/Medium/Low)</b> <i>(Please detail reasons and actions to reduce risk)</i></p>	<p>Low – The commissioners have established processes for identifying and optimising available resources to meet people's eligible care needs and deliver outcomes. Commissioning practice is supported by collaboration with operational teams, providers of care and other stakeholders</p>
<p><b>Do the aims of this proposal link to any other budget proposals?</b> <i>(no more than 100 words)</i></p>	<p>No</p>
<p><b>Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail</b> <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.

	<b>All equality areas/characteristics</b>	<b>How this proposal might advance equality</b>	<b>Potential negative or adverse impacts - and what steps can be taken to mitigate this</b>	<b>Potential knock-on impacts for other service areas/other proposals</b>
<b>1</b>	<b>Sex</b>	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.
<b>2</b>	<b>Pregnancy &amp; maternity</b>	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.
<b>3</b>	<b>Gender reassignment</b>	<p>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.</p> <p>B&amp;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.

4	<b>Disability</b>	<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:  <a href="https://livewell.bathnes.gov.uk/special-educational-need-or-disability-send/sendias-bathnes">https://livewell.bathnes.gov.uk/special-educational-need-or-disability-send/sendias-bathnes</a></p>	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.
5	<b>Race</b>	<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. Translation services are used on request or where a need has been identified.</p> <p>B&amp;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&amp;NES Traveller families can be signposted to the following services:  Traveller Education  Health and wellbeing  Housing  Dedicated Outreach Officer</p>	No known adverse impact based on this budget growth.	No known impact for other service areas/other proposals.

		A regular multi-agency meeting ensures that all professionals work together for a coordinated approach for the Traveller Community.		
6	<b>Sexual orientation</b>	<p>The impact of Childrens Service provision and support provided for lesbian, gay, bisexual, heterosexual people is monitored through the Children's Services Quality Assurance Framework.</p> <p>Children/young people are signposted to partner agencies such as Off the Record who provide commissioned LGBTQ+ support services.</p> <p>B&amp;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	<b>Marriage and civil partnership</b>	Childrens Services treat all people equally and this 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.
8	<b>Religion/belief</b>	Children's Services treat all people, regardless of their religion/belief equally and this 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.

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>B&amp;NES Local Priority</b>				
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