

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	Community Safety – Statutory and Critical Services Funding Variation (growth)
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Growth or Savings/Income?	Growth			
Brief Description and Aim <i>(no more than 100 words)</i>	This proposal seeks to increase staffing within Community Safety and to backfill the financial loss of Community Safety related grants. It will ensure delivery of statutory services (crime reduction, domestic abuse support, Anti-Social Behaviour enforcement, youth violence prevention) and critical preventative services (domestic abuse perpetrator programmes, youth substance misuse support, specialist Independent Domestic Abuse Advisors (IDVAs), and data analysis).			
Budget Reduction / Growth Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Value (£000)	320		
Directorate/Service area and Cabinet Portfolio	<p>Directorate: Resources</p> <p>Service: Inclusive Communities</p> <p>Cabinet Portfolio: Communications and Community</p>			
Impacts to Service Delivery <i>(no more than 100 words)</i>	Growth in funding will increase staffing resource which in turn will sustain statutory compliance, protect vulnerable residents, and maintain preventative services. Without this growth, statutory duties under the Crime and Disorder Act risk being compromised, domestic abuse			

	support services could be affected, and preventative programmes for young people and perpetrators could cease.
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	<p>Yes – aligns with the Community Safety Partnership priorities and the PCC Police and Crime Plan.</p> <p>May affect any Youth Justice, Public Health and Safeguarding Adults and Children proposals.</p> <p>Supports evidence-driven priorities: Community Safety Plan aligns with Police and Crime Commissioner priorities and statutory requirements. It is prevention focussed; perpetrator programmes and youth substance misuse projects reduce long-term reliance on statutory services.</p> <p>It demonstrated effective collaboration: Joint data analysis with Avon & Somerset authorities strengthens local and regional strategic oversight.</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>Yes – loss of funding would negatively impact some partner organisations; regional collaboration on data analysis, and safety and safeguarding outcomes across health, housing, adults and children’s services.</p> <p>May impact organisations external to the Council.</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>Sustains domestic abuse victim support (predominantly women) and perpetrator programmes (predominantly men).</p> <p>This growth item aligns to the governments strategy on combatting violence against women and girls.</p>	<p>Without funding, women disproportionately lose victim support.</p> <p>Potential mitigation: secure long-term funding streams.</p>	Health, housing, and children and adult social care services face increased demand.
2	Pregnancy & maternity	<p>Protects pregnant women/mothers at risk of domestic abuse.</p> <p>Pregnant people are at increased risk of experiencing domestic abuse.</p> <p>Research recognises the long term health/education impact of this on the unborn baby.</p>	<p>Loss of services increases vulnerability.</p> <p>Potential mitigation: prioritise safeguarding referrals.</p>	Health, (Midwifery) and children's and families services impacted.

		https://www.womensaid.org.uk/wp-content/uploads/2019/12/Supporting-women-and-babies-after-domestic-abuse.pdf https://www.nhs.uk/pregnancy/your-pregnancy-care/domestic-abuse-in-pregnancy/ Preventative services reduce reliance on statutory interventions, supporting disadvantaged communities.		
3	Gender reassignment	Inclusive services recognise LGBTQ+ survivors.	The LGBTQ+ community are at increased risk of experiencing hate crime and domestic abuse Risk of exclusion if services stopped or reduced. Potential mitigation: ensure mainstream services are trained in LGBTQ+ needs.	Equality service and voluntary sector groups affected.

4	Disability	<p>Tailored domestic abuse and substance misuse services safeguard disabled victims</p>	<p>Disabled people are at increased risk of experiencing hate crime and domestic abuse.</p> <p>Disabled victims face exclusion if services withdrawn. Loss of IDVAs disproportionately affects Disabled people including those with neuro diversity, learning disability and care and support needs.</p> <p>Potential mitigation: embed Disability equality knowledge in statutory provision</p>	<p>Adult social care demand increases</p>
5	Race	<p>Evidence (data)-driven approach ensures inclusivity for diverse communities.</p>	<p>Ethnic minority groups are at increased risk of experiencing hate crime.</p> <p>Black and Minority Ethnic groups risk unmet needs.</p> <p>Loss of IDVAs disproportionately affects those with insecure immigration status.</p>	<p>Community cohesion services impacted.</p> <p>Customer advice services affected (one stop etc)</p>

			Potential mitigation: maintain outreach and translation services.	
6	Sexual orientation	Inclusive victim support recognises LGBTQ+ survivors.	<p>The LGBTQ+ community are at increased risk of experiencing hate crime and domestic abuse</p> <p>Loss of specialist provision risks barriers.</p> <p>Potential mitigation: embed inclusivity in contracts.</p>	Voluntary sector LGBTQ+ groups impacted.
7	Marriage and civil partnership	Neutral impact; services accessible regardless of status.	Inclusive services will offer support where required.	neutral
8	Religion/belief	Services accessible regardless of faith.	<p>Neutral, although reduced services may indirectly affect faith-based support groups.</p> <p>People of faith are at increased risk of experiencing hate crime.</p>	Faith community organisations may be impacted.
9	Age	Specialist IDVAs for older and younger victims retained.	Loss of IDVAs disproportionately affects older victims (higher	Children's services and older people's services impacted.

			prevalence in B&NES) and younger victims (risk of perpetration). Potential mitigation: prioritise funding for age-specific roles.	
B&NES Local Priority				
10	Socio-economically disadvantaged	Preventative services reduce reliance on statutory interventions, supporting disadvantaged communities.	Cuts disproportionately affect low-income households; Potential mitigation: maintain targeted outreach.	Housing, welfare, and benefits services impacted.
11	Rural communities	Services accessible across B&NES, including rural areas.	Risk of reduced access in rural areas; Potential mitigation: maintain outreach and mobile services.	Community transport and rural outreach services impacted.
12	Armed Forces Community	Neutral impact; services accessible to veterans and families.	Neutral	Neutral
13	Care Experienced	Preventative services reduce risk of exploitation and violence among care-experienced young people.	Preventative services reduce risk of exploitation and violence among care-experienced young people.	Children's services and fostering/adoption teams impacted.

Name of officer(s) carrying out equality analysis: Samantha Jones, Inclusive Communities Manager



Signed off by:

Cherry Bennett, Director of People and Change

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