

## 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>	Growth Proposal For Additional Resource For Legal For Children And Adult Services for Deprivation of Liberty & Court of Protection Cases
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<b>Growth or Savings/Income?</b>	GROWTH		<b>FTE Reduction/Increase</b>	FTE INCREASE X 3 POSTS
<b>Brief Description and Aim</b> <i>(no more than 100 words)</i>	<p>This is a growth proposal to fund additional roles for Childcare &amp; Adult lawyers in Legal Services.          2 x Lawyer/Senior Lawyer – Adult Court of Protection &amp; Special Educational Needs - Grade 9-10 and 1 x Legal Advisor Grade 7          To Address:          Reduce external costs due to outsourcing of legal work          Address capacity and gap of legal knowledge and skills          Court of Protection work and Deprivation of Liberty to young adults          Reduce significant pressure legal/client department          Special Education Needs cases for children          Provide a holistic service for the clients and joined up approach</p>			
<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>	187		
<b>Directorate/Service area and Cabinet Portfolio</b>	Resources			
<b>Impacts to Service Delivery</b> <i>(no more than 100 words)</i>	<p>It has been identified that there is a need for greater support within Special Educational Needs team SEND &amp; Court of Protection Work for young Adults. Legal Services have no capacity or expertise to undertake this work internally, which is currently provided at significant cost and not delivered well through</p> <ul style="list-style-type: none"> <li>• External Solicitors</li> <li>• Use of Counsel to meet the capacity demands</li> </ul>			

	internal lawyers and legal advisor will greatly reduce the financial burden on client departments improve outcomes for service users, focus on improving people's lives, aid resilience through inhouse support to provide advice, support directly to the client departments.
<b>Delivery Risk Rating (High/Medium/Low)</b> <i>(Please detail reasons and actions to reduce risk)</i>	Low
<b>Do the aims of this proposal link to any other budget proposals?</b> <i>(no more than 100 words)</i>	N/A
<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>	As explained above having internal lawyers will enable more joined up legal advice with the client, being able to provide in house support on advice and representation on cases in a cost-effective manner, identifying issues/problems earlier on in cases which should result in less legal costs

### 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>			
<b>2</b>	<b>Pregnancy &amp;</b>			

	<b>maternity</b>			
<b>3</b>	<b>Gender reassignment</b>			
<b>4</b>	<b>Disability</b>	Support and safeguard younger people that will be subject to court proceedings, maybe at risk and support their wellbeing and development		
<b>5</b>	<b>Race</b>			
<b>6</b>	<b>Sexual orientation</b>			
<b>7</b>	<b>Marriage and civil partnership</b>			
<b>8</b>	<b>Religion/belief</b>			
<b>9</b>	<b>Age</b>	Support and safeguard younger people that will be subject to court proceedings, maybe at risk and support their wellbeing and development		
<b>B&amp;NES Local Priority</b>				
<b>10</b>	<b>Socio-economically disadvantaged</b>	Support and safeguard younger people that will be subject to court proceedings, maybe at risk and support their wellbeing and development		
<b>11</b>	<b>Rural communities</b>			
<b>12</b>	<b>Armed Forces Community</b>			
<b>13</b>	<b>Care Experienced</b>	Support and safeguard younger people that will be subject to court proceedings, maybe at risk and support their wellbeing and development		

**Name of officer(s) conducting equality analysis:** Donna Marks - Head of Legal Services & Deputy Monitoring Officer

**Signed off by:** Simon Parker, Executive Director of Resources

**Date:** 2<sup>nd</sup> December 2025