Bath & North East Somerset Council

Improving People's Lives

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	Children's Social Care			
Growth or Savings/Income?	Growth	**FTE Reduction/Increase**	0	
Brief Description and Aim *(no more than 100 words)*	Additional funding is required to meet children's placement cost pressures linked to increasing costs of residential care. This growth is made up of two parts. First, recurring growth of £3m to meet increased demand and costs related to children's placements. Second, one off £3m, funded from reserves to support these costs in 2027-2028, while work to increase local placement sufficiency including foster placements, the local residential market and supported accommodation (for older adolescents) options are sourced for children in our care.			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value	£6million	£3million	£3million

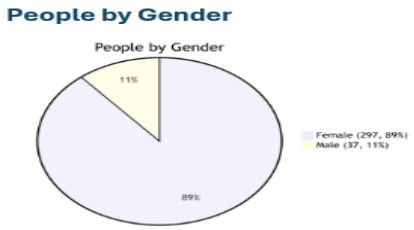
Directorate/Service area and Cabinet Portfolio	Children's Services People Directorate
Impacts to Service Delivery *(no more than 100 words)*	Time to progress work already commenced: • Increase in-house foster carer placements (through recruitment, additional placements with existing carers) • Work to shape the local market of residential providers to help manage the cost of care for children who need to move back closer to the local authority. • Feasibility work to plan any additional local residential provision.
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	Medium. This is related to demand that we cannot absolutely predict. This can relate to a range of factors, including (but not restricted to): • Care providers ending placements without notice leading to crisis arrangements being required, frequently at higher cost. • Private provider market charges when placements have to be spot purchased when existing framework providers cannot offer placements. Demand issues, including children not previously known where risk escalates relatively quickly requiring care. To mitigate this, we will forecast for a range of expected and unexpected circumstances based on recent historical trends and what is known about children we currently support.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	Investment in Placement Sufficiency planning are underway to support increased local placement sufficiency to support children to live locally unless complex and/or specialist needs prevent this. B&NES is working with the Regional Fostering South West Hub and plans to reapply for Regional Care Cooperative Status. Both are DfE initiatives backed by regional funding to help the sector increase foster care numbers, reduce residential care costs and jointly address the national challenge of children's care costs facing local authorities.

Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	This proposal for growth supports the service to find solutions to support our financial plan for the next 3 years and beyond. This is focused on finding local and regional placement sufficiency solutions that are both sustainable and affordable. During this time, we will also be embedding key government reforms such as the Best Start in Life Family Hubs, the Families First Programme and SEND reform, all predicated on practice which focuses on earlier intervention and work to prevent the need for acute service provision such as care, unless where this would actively protect children from harm and provide them with stability and safety during their childhood. We expect to see a reduction on the reliance of acute statutory service provision over time with this changed approach across the children's system of provision and support.

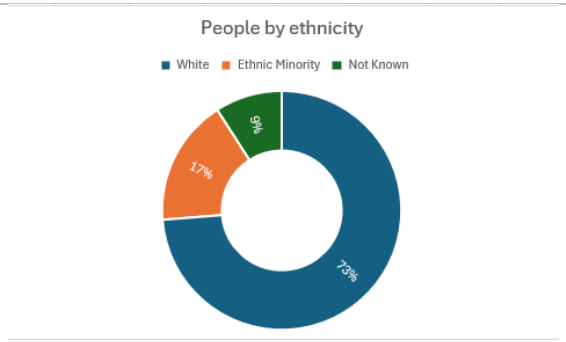
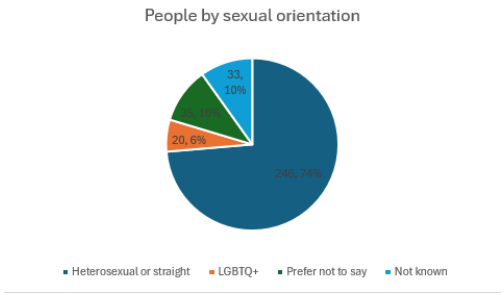
Assessment of impact: 'Equality analysis'

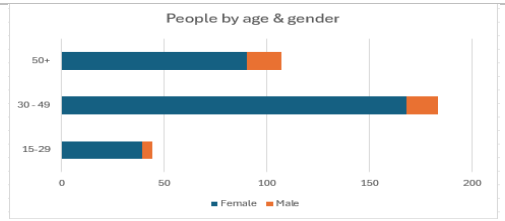
Use the spaces below to demonstrate you have analysed how this proposal:

- 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**	 No negative Impact.	Neutral/Low impact No steps needed to mitigate this.	Neutral/low impact This growth will continue to support all children who require it through placement arrangements.

		Staffing ratio will not be impacted by these changes. Service user breakdown changes with demand and all who reach threshold for a service receive one.		
2	**Pregnancy & maternity**	No negative impact. 9 pregnant staff, 9 staff on maternity leave, 14 staff who have recently returned from maternity leave within the last 18 months)	Neutral/Low impact. No steps needed to mitigate this as rights of staff who are pregnant or on maternity leave or with maternity rights are not impacted.	Neutral/low impact This growth will continue to support all children who require ongoing placements.
3	**Gender reassignment**	No negative impact. Ensured privacy and confidentiality in all HR processes, including declarations and adjustments. Provided access to the LGBTQ+ Staff Network and promoted trans-awareness within workforce training.	Neutral/Low impact No steps needed to mitigate this in line with this growth request for service delivery.	This budget growth will not impact on staffing. All children will be supported in line with their need for support and/or care.
4	**Disability**	No Negative impact 32 staff known with a disability and are supported with any reasonable adjustments as required.	Neutral/Low impact As above, there are no immediate steps needed in line with this growth request.	This budget growth will not impact on staffing. All children will be supported in line with their need for support and/or care.

5	**Race**	 No additional negative impact	Neutral/Low impact. As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact
6	**Sexual orientation**	 No additional negative impact	Neutral/Low impact. As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact
7	**Marriage and civil partnership**	No negative impact.	Neutral/Low impact. As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact
8	**Religion/belief**	No negative impact. Religion/beliefs of staff is unaffected by this growth request. Religion/beliefs of children and families open to the service is considered as part of any needs assessment and does not	Neutral/Low impact. As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact

		exclude them from support all families receive.		
9	**Age**	 No negative impact	Neutral/Low. As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	No negative impact. We continue to respond to families in need through current service provision arrangements.	Neutral/Low impact. As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact
11	**Rural communities**	No negative impact. We continue to support and respond to families across the local authority through existing service provision arrangements.	Neutral/low impact As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact
12	**Armed Forces Community**	No negative impact. Recognised Armed Forces Covenant responsibilities within HR processes. Provided support to staff with deployment or service-related needs.	Neutral/low impact As above, there are no immediate steps needed in line with this growth request.	Neutral/low impact
13	**Care Experienced**	No intended negative impact. 179 Care Experienced young people/adults supported by the Care Experience Team.	Medium impact if growth not agreed. This group of young people often require ongoing support,	More urgent plans to move young people into alternative accommodation at lower cost, which might not meet need. This growth supports

		Numbers of staff who are Care Experienced is not fully known as not all report it. We do have colleagues who have lived experience of the care system. Where support is needed: • Supported access to the Care-Experienced Staff Network. • Ensured equal access to redeployment and advancement opportunities. • Promoted trauma-informed and relational supervision to support wellbeing.	when they have enduring needs that do not meet a threshold for adult social care support and funding. Unaccompanied young people reaching 18 years of age, wait some time before achieving any temporary or permanent settled asylum status and this requires the local authority to continue to fund accommodation and support needs.	time to continue to develop accommodation and support responses in line with young people's needs.

Once completed, this equality analysis template needs to be approved by your director/ their nominated senior officer.

Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk)

Name of officer(s) conducting equality analysis:

Signed off by: Jean Kelly (Director or nominated senior officer)

Date: **9th November 2026**

For assistance in completing this template and/or to discuss the findings please email Equality@Bathnes.gov.uk to arrange a time to do this.