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	Staff training and development funding			
Growth or Savings/Income?	Growth	**FTE Reduction/Increase**	0	
Brief Description and Aim *(no more than 100 words)*	£100k added to the Learning & Organisational Development budget to fund staff training and development activities.			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value (£000)	100		
Directorate/Service area and Cabinet Portfolio	HR&OD in Resources			
Impacts to Service Delivery *(no more than 100 words)*	We are proposing additional funding for staff training and development for our ongoing transformation ambitions.			

Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	Low
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	Not directly, but improved skills and capability will help to ensure that all council activities and services can be effectively delivered, including future transformation, efficiency and budget savings.
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	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**	Strengthening and expanding our staff training and development development offer will provide additional funding for the women's leadership programme as well as broad opportunities for Head of Service development that will benefit women predominantly.	There are no known adverse impacts	

2	**Pregnancy & maternity**	All colleagues will be supported during their pregnancy and maternity leave. All leaders and managers will be provided with equal opportunity to engage in learning and development opportunities.	There may be some disruption or delay to learning or training opportunities during pregnancy and maternity leave. This will be considered and supported on an individual basis.	
3	**Gender reassignment**	All leaders and managers will be provided with equal opportunity to engage in learning and development opportunities.	There are no known adverse impacts	
4	**Disability**	All development opportunities will be open to all colleagues and reasonable adjustments will be considered to accommodate needs (eg: adapted materials/settings/location) Strengthening and expanding our staff training and development offer will provide additional funding for development opportunities targeted for disabled colleagues.	There are no known adverse impacts	
5	**Race**	Strengthening and expanding our staff training and development offer will provide additional funding for development opportunities targeted for ethnic minority colleagues.	There are no known adverse impacts	
6	**Sexual orientation**	Strengthening and expanding our staff training and development offer will provide additional funding for development opportunities targeted for LGBTQ+ colleagues.	There are no known adverse impacts	

7	**Marriage and civil partnership**	N/A	There are no known adverse impacts	
8	**Religion/belief**	All leaders and managers will be provided with equal opportunity to engage in learning and development opportunities.	There are no known adverse impacts	
9	**Age**	Around 55% of the B&NES workforce is aged 50+ with the minority aged 15-29yrs. Strengthening and expanding our staff training and development offer may provide increased opportunities and onboarding for younger people. All leaders and managers **regardless of age** will be provided with equal opportunity to engage in learning and development opportunities.	There are no known adverse impacts	
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	The council recognises that people who grow up and live in poverty may have reduced education attainment thus creating obstacles for employability. A robust leadership and CDP programme aims to increase awareness of this barrier for leaders and managers so that they can mitigate this impact. It also increases opportunities for all colleagues to continue to develop their life long learning in acquiring new skills and knowledge. ~~N/A~~	There are no known adverse impacts	Improved skills and capability will help to ensure that all council activities and services can be effectively delivered which may benefit those who are socio-economically disadvantaged.

11	**Rural communities**	All leaders and managers will be provided with equal opportunity to engage in leadership learning and development opportunities. The council recognises that rural areas may have reduced access to digital services and that virtual learning may be challenging at times.	There are no known adverse impacts	Improved skills and capability will help to ensure that all council activities and services can be effectively delivered which may benefit those in our rural communities.
12	**Armed Forces Community**	The council recognises that the Armed Forces Covenant recognises disadvantage across many areas including the workplace. A robust leadership and CDP programme aims to increase awareness of this barrier for leaders and managers so that they can mitigate this impact. It also increases opportunities for all colleagues to continue to develop their life long learning in acquiring new skills and knowledge.	There are no known adverse impacts	Improved skills and capability will help to ensure that all council activities and services can be effectively delivered which may benefit those who are from the armed forces community.
13	**Care Experienced**	The council recognises that people who are **care experienced** may have reduced education attainment thus creating obstacles for employability. A robust leadership and CDP programme with **trauma informed practice** aims to increase awareness of this barrier for leaders and managers so that they can mitigate this impact.	There are no known adverse impacts	Improved skills and capability will help to ensure that all council activities and services can be effectively delivered which may benefit those who are care experienced.

		It also increases opportunities for all colleagues to continue to develop their life long learning in acquiring new skills and knowledge.		

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: C L Bennett, Director of People & Change (Director or nominated senior officer)

Date: 05/11/2026

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.