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	Income/Commercialisation Transformation - Fleet commercial services			
Growth or Savings/Income?	Income	**FTE Reduction/Increase**	0	
Brief Description and Aim *(no more than 100 words)*	Restart of Fleet general commercial repair work to general public and businesses with the aim of improving external income.			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2026/27**	**2027/28**	**2028/29**
	Value (£000)		100	
Directorate/Service area and Cabinet Portfolio	Place			

Impacts to Service Delivery *(no more than 100 words)*	Restart of Fleet commercial repairs will maximise the efficiency within workshop, utilising capacity within existing resource. No adverse impacts on service delivery are anticipated.
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	Medium risk. Building customer base again after hiatus will take some time to achieve, given the annual cycle of vehicle servicing / MOT and repairs. Mitigate by raising customer awareness of service capacity aspart of the MOT process.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	Income / Commercialisation / Transformation
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	None anticipated. Utilizing capacity from within existing resource.

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 specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified

2	**Pregnancy & maternity**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
3	**Gender reassignment**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
4	**Disability**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
5	**Race**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
6	**Sexual orientation**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
7	**Marriage and civil partnership**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
8	**Religion/belief**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
9	**Age**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
11	**Rural communities**	Potential to improve streetscene outcomes	No negative impact identified on basis of this characteristic	None identified
12	**Armed Forces Community**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified
13	**Care Experienced**	No specific impact identified on basis of this characteristic	No negative impact identified on basis of this characteristic	None identified

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: Simon Porter (Director or nominated senior officer)

Date: 05/11/26

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.