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 generation from Community Resource Centres (care homes)**		
Growth or Savings/Income?	**Income**	**FTE Reduction/Increase**	**No change**
Brief Description and Aim *(no more than 100 words)*	Increasing the level of income generated from self funders, placements commissioned by other local authorities and ICB by introduction of aligned bed prices as of 1st April 2027 for council run residential care homes to the Care Home Framework (a structured agreement between the commissioning authority B&NES Council and B&NES approved care home providers). Section 14 of the Care Act 2014 gives the council power to charge adults for care and support (where adults are provided with care and support to meet needs identified under Section 18, 19 or 20 of the Care Act 2014). Income from charges for adult care and support are included in the ASC overall base budgets. Community Resource Centres receive income from: 1. Adult Social Care Budget 2. Placements made and funded by other local authorities 3. Placements made and funded by continuing health care (ICB) 4. People who self fund their own care		

Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value (£000)	200		
Directorate/Service area and Cabinet Portfolio	Adult Social Care – Residential Services (Community Resource Centres and Extra Care Services) Cabinet Portfolio - Adult Services and Public Health			
Impacts to Service Delivery *(no more than 100 words)*	Services users who have a package of care funded by ASC (1) will see no change as the financial assessment care charge is based on their income not on service delivery costs or fee levels. Adult Social Care need to ensure that all services provided to service users are adequate and proportionate to meet their assessed eligible care and support needs, regardless of whether individuals fund their own care. If a person is assessed as self-funding, payments towards the cost of care are paid to the care provider.			
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	**Medium** All people eligible for a service will still receive one and it will be compliant with statutory and regulatory requirements. Service requirements will be assessed and met to comply with statutory and regulatory requirements. Service users will continue to receive a social care package as per their identified needs. Service users (self funders, placements commissioned by other local authorities and ICB) will continue to receive the service that meets their individual needs. The price in 2027/28 will be aligned to the Care Home Framework. As of 1st April 2027 the following weekly bed prices will apply for Community Resource Centres: • ASC funded general £1125 and dementia £1230 • Self funders general £1400 and dementia £1550			

	• Funded by ICB or another Local Authority the full cost bed price will be applied for Cleeve Court general and dementia at £1762 and for Combe Lea general and dementia at £1808 There could be a risk that the service attracts fewer placements made and funded by other local authorities, placements made and funded by continuing health care (ICB) and people who self fund. This risk has been mitigated by ensuring the price in 2027/28 is aligned to the Care Home Framework in B&NES as of 1st April 2027. B&NES has an aging population (By 2032, 20% of the population is projected to be over 65, Life expectancy in B&NES is higher than national averages (85.7 for women and 82 for men in 2025) : https://www.bathnes.gov.uk/document-and-policy-library/strategic-evidence-base-population-and-demography The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority, therefore reducing disparities among different groups and people using the service will have a clear and transparent costing for the care they receive. However, Dementia does not affect all groups equally. Older people, people with learning disabilities, particularly Down's syndrome, and some South Asian, African and Caribbean communities may experience increased risk. Consideration should also be given to intersectionality and ensuring timely diagnosis, reasonable adjustments and culturally appropriate, person-centred support. For existing self funders, where the gap between current and new bed price is greater than 10%, the service will apply an incremental increase to ensure these service users are not negatively impacted by the change in bed price for the care they receive.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	No

Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	Not known impacts to other services

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**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive. B&NES services are delivered fairly, respectfully, and without discrimination. Equality is embedded in care practice through: • Staff and Employment for fair and inclusive hiring practices	No negative or differential impact currently identified. Overall life expectancy in B&NES is higher than the national average; however, significant inequalities exist between communities, with a gap of around 10 years for women and 6.5 years for men between areas with the highest and lowest life expectancy.	No negative or differential impact currently identified.

		• Regular equality and diversity training • Mechanisms for reporting and addressing sex-based discrimination or harassment • Personalised care plan that reflect gender preferences, including same-sex carers if requested. • Privacy and dignity - sex and gender-specific needs (e.g., bathing, dressing) are respected		
2	**Pregnancy & maternity**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.	No negative or differential impact currently identified.	No negative or differential impact currently identified.
3	**Gender reassignment**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.	No negative or differential impact currently identified.	No negative or differential impact currently identified.
4	**Disability**	The price will not differentiate between any equality	No negative or differential impact currently identified.	No negative or differential impact currently identified.

		characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.	Dementia is a progressive condition and can constitute a disability under the Equality Act 2010 where it has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. People living with dementia are therefore protected from disability discrimination where the statutory definition is met. Services should ensure individual needs are recognised and appropriate reasonable adjustments are considered to support equitable access to information, care and support.	
5	**Race**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.	Could have a disproportionate impact on minority groups - studies show higher levels of socio-economic deprivation, therefore disadvantaging this community and potentially limiting access to quality care. Mitigated by the bed prices in 2027/28 being aligned to Care Home Framework in B&NES.	No negative or differential impact currently identified.
6	**Sexual orientation**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.	No negative or differential impact currently identified.	No negative or differential impact currently identified.

		B&NES services are delivered to promote residents being treated with dignity and respect with policies, practices and staff behaviours that are free from bias or discrimination based on sexual orientation or any other characteristic. B&NES residential services and support are sensitive to an individual's sexual orientation		
7	**Marriage and civil partnership**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.	No negative or differential impact currently identified.	No negative or differential impact currently identified.
8	**Religion/belief**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive. B&NES residential services are delivered through an ethos of person-centred care planning that recognises and is sensitive to	No negative or differential impact currently identified.	No negative or differential impact currently identified.

		different religious and spiritual needs. Examples include Specific dietary requirements, culturally appropriate care standards, inclusive environments, including multi-faith celebrations, access to faith leaders, and celebration of diverse traditions		
9	**Age**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive. B&NES residential services ensure that equality, diversity, and inclusion principles are embedded in all aspects of care delivery. This includes: • Respecting individual needs by providing person-centred care that acknowledges and values the unique preferences, cultural backgrounds, and life experiences of residents across age groups • Fair Access to Services - ensuring that residents	Could exacerbate existing inequalities and reduce access to quality care as may need to use larger portion of their income for care fees. Mitigated by the bed prices in 2027/28 being aligned to Care Home Framework in B&NES.	No negative or differential impact currently identified.

		have equal access to activities, resources, and opportunities for social engagement and wellbeing. • Non-discriminatory practices - maintaining an environment free from age-related bias or discrimination, where dignity and respect are upheld at all times		
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different groups and people using the service will have a clear and transparent costing for the care they receive.	Could exacerbate existing inequalities and reduce access to quality care as may need to use larger portion of their income for care fees. Mitigated by the bed prices in 2027/28 being aligned to Care Home Framework in B&NES.	No negative or differential impact currently identified.
11	**Rural communities**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different groups and people using the service will have a clear and transparent costing for the care they receive.	No negative or differential impact currently identified.	No negative or differential impact currently identified.
12	**Armed Forces Community**	The price will not differentiate between any equality characteristics or groups	No negative or differential impact currently identified.	No negative or differential impact currently identified.

		identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.		
13	**Care Experienced**	The price will not differentiate between any equality characteristics or groups identified as a B&NES Local Priority. This reduces disparities among different equalities groups and people using the service will have a clear and transparent costing for the care they receive.	Could exacerbate existing inequalities and reduce access to quality care as may need to use larger portion of their income for care fees. Mitigated by the bed prices in 2027/28 being aligned to Care Home Framework in B&NES.	No negative or differential impact currently 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: (Director or nominated senior officer)

Date:

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.