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	Better Care Fund (BCF) – Supporting Older People's Independence			
Proposals or Savings/Income?	Saving	**FTE Reduction/Increase**	N/A	
Brief Description and Aim *(no more than 100 words)*	This proposal would use Better Care Fund to support activity that helps older people maintain independence and make informed choices about their care and support. The proposed focus is timely information, advice and guidance that helps people prepare for later life, take early action and access community support, with the aim of preventing, reducing or delaying care needs.			
Budget Reduction / Proposals Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2026/27**	**2027/28**	**2028/29**
	Value (£000)	320	900	
Directorate/Service area and Cabinet Portfolio	Adult Services – Commissioning Cabinet Portfolio - Adult Services and Public Health			

Impacts to Service Delivery *(no more than 100 words)*	The proposal is intended to sustain information, advice and guidance as an early route to prevention, helping older people recognise changing needs, make informed choices and access universal services, welfare benefits and community support before difficulties escalate. This includes people whose support is arranged and funded by the Council and people who arrange and fund their own care.
Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	Low – Better Care Fund planning process is scheduled to start in December 2026, giving sufficient time to develop a robust plan for this proposal in line with national guidance and local priorities. Robust governance arrangements will oversee the allocation and use of BCF funds, with clear approval processes and monitoring of expenditure, delivery and outcomes against agreed priorities.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	This proposal contributes to the wider corporate Prevention programme. The activity and financial benefit attributed to each proposal will be clearly distinguished to avoid double counting.
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	Timely information, advice and guidance and community-based support are intended to help older people make informed choices and prevent, reduce or delay reliance on formal care. We would expect to see positive demand for information, advice and guidance and community support services commissioned by the Council and provided by B&NES partners such as Citizens Advice, Age UK B&NES and others.

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 commissioning team promotes equality for groups with protected characteristics by ensuring services are inclusive, accessible, and responsive to diverse needs. This includes conducting Equality Impact Assessments, designing culturally appropriate and tailored services, and removing barriers to access. In relation to sex, the commissioning team promotes equality by ensuring that services are designed to meet the needs of everyone while addressing any disparities in outcomes. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.
2	**Pregnancy & maternity**	In relation to pregnancy and maternity, the commissioning team promotes equality by ensuring services support people who are pregnant or parenting who have support needs eligible for support under the Care Act. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.

3	**Gender reassignment**	In relation to gender reassignment, the commissioning team promotes equality by ensuring services are inclusive, supportive, and responsive to the needs of transgender and non-binary people. The team works with providers to ensure policies are inclusive. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.
4	**Disability**	In relation to disability, the commissioning team promotes equality by ensuring that services are accessible, inclusive, and tailored to meet the diverse needs of disabled people. B&NES council is an accredited Disability Confident Employer: https://jobsandcareers.bathnes.gov.uk/working-bnes/equality-and-diversity BCF will sustain support for timely information, advice and guidance and access to community support that help older people maintain independence, plan for changing needs and make informed care choices, including those who fund their own care. Accessible formats and support for people with sensory, cognitive or communication needs is included. Interpretation services will be used on request or whenever a need is known. This will support inclusion for Deaf people.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.

		B&NES has implemented SignVideo to enable improved communication with Council Connect for BSL users: https://www.bathnes.gov.uk/contact-us-signvideo		
5	**Race**	In relation to race, the commissioning team promotes equality by ensuring services are culturally sensitive and address the specific needs of people from all racial and ethnic backgrounds. Activity supported through BCF is expected to provide culturally appropriate information, advice and guidance, with access arrangements that address language and other barriers to participation. The commissioning team will review access and outcomes through monitoring of the funded activity, including feedback from people using the support, to identify and address any inequalities in provision. Translation and Interpretation services will be used on request or whenever a need is known. This will support inclusion for non-English speaking and Deaf people. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.
6	**Sexual orientation**	In relation to sexual orientation, the commissioning team promotes equality by		

		ensuring services are inclusive and affirming of all sexual orientations. Services are designed to address challenges such as discrimination, stigma, or mental health concerns in relation to maximising their health and wellbeing outcomes. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.
7	**Marriage and civil partnership**	In relation to marriage and civil partnerships, the commissioning team promotes equality by ensuring that services are inclusive and sensitive to the diverse family structures and legal partnerships. The team ensures that commissioned services do not discriminate based on marital or partnership status and that all families are treated equitably. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.
8	**Religion/belief**	The commissioning team will commission services that are respectful of individuals' religion and beliefs. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.

9	**Age**	In relation to age, the commissioning team promotes equality by ensuring that services are tailored to meet people of different ages and the specific needs associated with people of different ages. The information, advice and guidance activity supports older people to prepare for later life and access support as their needs change. This includes people who do not currently receive statutory social care and those who arrange and fund their own care. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	Digital exclusion and other access barriers could limit take-up. There are accessible information and non-digital routes to support.	No known impact for other service areas/other proposals.
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	The commissioning team will seek to promote services across B&NES to meet the full range of economic needs providing choice where possible. The information, advice and guidance offer includes people regardless of their ability to fund care. There is consideration of affordability and digital access barriers to taking up support and access to timely information, advice and guidance for support to maintain independence, plan for changing needs and make informed care choices. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.

11	**Rural communities**	In relation to rural communities, the commissioning team will promote the development and access to timely information, advice and guidance and community support by people living in rural areas. This includes addressing issues such as geographical isolation, limited local resources, and understanding travel barriers to accessing services. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	Distance, limited connectivity and fewer local services could restrict access. There are locally accessible and non-digital options.	No known impact for other service areas/other proposals.
12	**Armed Forces Community**	Older members of the Armed Forces Community would be included in the proposed offer, including those who do not receive statutory social care. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.
13	**Care Experienced**	Older people with experience of care would be included in the proposed offer. Access arrangements will consider individual support needs. Monitoring will identify barriers to access and differences in outcomes so these can be addressed.	No known adverse impact arising from this budget proposal.	No known impact for other service areas/other proposals.

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: Natalia Lachkou, Assistant Director of Commissioning

Signed off by: (Director or nominated senior officer)

Date: 6 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.