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	Development of Prevention and Early Intervention in Adult Social Care		
Savings	£1,000,000	**FTE Reduction**	0
Brief Description and Aim *(no more than 100 words)*	Adult Social Care with other Directorates across the Council and its partners will introduce a prevention and early intervention approach through blended neighbourhood support planning. It will support adults who may benefit from earlier help, identified through access, advice, assessment and review routes and joint work with health partners. The model combines council statutory responsibilities with community-led support planning, neighbourhood connections, occupational therapy, reablement, rehabilitation, technology and equipment. It aims to provide earlier help, strengthen person-centred support, improve independence and coordination, and increase choice through personal budgets and direct payments. There is an opportunity to positively impact people we support in B&NES for people aged 16 years old or over and who have a learning disability, physical /sensory needs, mental health need or are Autistic.		

	The approach will be to develop short term pathways of support to maximise independence and resilience. The aim is to reduce expenditure associated with dependence on formal care services, improve outcomes for people, increase resilience and create further opportunities to increase value for money of commissioned services and increased cross-council working, and to test the concept of an enablement service. The proposed B&NES Prevention/Early Intervention model, using blended neighbourhood support planning, has the potential to benefit the NHS through earlier identification of needs, better coordination between health, social care and community services, and more timely access to practical support, reablement and rehabilitation. The aim is to help prevent avoidable deterioration, reduce crisis presentations and hospital admissions, and support sustainable discharge arrangements. The proposal will support social prescribing to local interventions and strengthen community networks and connections, building community resilience in line with the ambitions of the Empowering Neighbourhoods programme.			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value (£000)	£1 million		
Directorate/Service area and Cabinet Portfolio	Adult Social Care Operations and Safeguarding Cabinet Portfolio - Adult Services and Public Health			
Impacts to Service Delivery *(no more than 100 words)*	N/A			

Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	Medium – investment is required to developed a sustainable model bringing together resources from across Adult Social Care, Community Partners and the NHS.
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	There is an interlink with the budget proposals on people and Care Package Reviews. Prevention and Early intervention services focus on supporting people to be as independent as possible, for as long as possible. This empowers individuals with diverse needs (e.g., older adults, people with physical or learning disabilities, mental health conditions) to have greater choice and control over their lives, which is a key aspect of person-centred equality. People already in receipt of care will be reviewed as part of the care package statutory review process
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail *(no more than 100 words)*	**Technology Enabled Care:** Prevention and early intervention can identify opportunities to introduce cost-effective alternatives like telecare or simple aids to daily living, which can reduce the need for physical care hours while maintaining or improving outcomes. **Community Wellbeing Hub:** Prevention and early intervention will work collaboratively with voluntary or community services that can meet some of their eligible or non-eligible needs thereby optimising the outcomes for individuals. There will be increased demand for community support via the CWH and services such as occupational therapy, housing (housing adaptations etc.), NHS and third sector community 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**	Support will be driven by an assessment of the individual's eligible needs and well-being, and this must be clearly evidenced.	All carers are offered an independent assessment of their needs throughout the offer of enablement.	No Known Impacts
2	**Pregnancy & maternity**	Support will be driven by an assessment of the individual's eligible needs and well-being, and this must be clearly evidenced	The ability to carry out caring responsibilities for a child will be taken into consideration in determining how the service would be delivered.	No Known Impacts
3	**Gender reassignment**	Core service is designed to support disabled people and those with long-term conditions to achieve their maximum potential	Specific needs related to gender identity will be acknowledged during the enablement service delivery as national data informs us that the trans community have higher risks to their mental health.	No Known Impacts
4	**Disability**	Core service is designed to support disabled people and those with long-term conditions to achieve their maximum potential.	The enablement service will consider the impact of physical health, mental health or illness on a person well-being and their ability to meet their care needs.	No Known Impacts
5	**Race**	Services are available to all, regardless of ethnicity	Potential barriers in language or cultural understanding of the service offer. We will ensure interpretation and translation services for non-English speakers; ensure cultural	

			competency training for staff; develop links with diverse community leaders.	
6	**Sexual orientation**	Services are available to all, regardless of sexual orientation	The enablement service will be sensitive to individual preferences and needs as determined by the persons description of themselves and their couple status. We will be respectful	No Known Impacts
7	**Marriage and civil partnership**	Services are available to all, regardless of marital or civil partnership status.	The service will be sensitive to individual circumstances when delivering the service. When couples both have needs, they will treated as autonomous individuals acknowledging that in some circumstances the service may not always be provided in the same setting.	No Known Impacts
8	**Religion/belief**	Services are available to all, regardless of religion or belief.	The service will be sensitive to individual preferences and beliefs regarding care provision. Adult Social Care will ensure that information and access to faith based services is considered when meeting peoples needs.	No Known Impacts
9	**Age**	Services are available to all, regardless of age.	Specific needs related to age will be acknowledged during delivery of the service. People may experience digital exclusion due to age information will be provided in alternative formats.	No Known Impacts
	B&NES Local Priority			

10	**Socio-economically disadvantaged**	Services are available to all, regardless of socio economic status.	The service will ensure that people receive signposting to the benefits they are entitled to (e.g., Carer's Allowance), have access to independent advocacy	No Known Impacts
11	**Rural communities**	Services are available to all, regardless geographical location	will consider the impact of living in a rural community on the ability of individuals to access services.	No Known Impacts
12	**Armed Forces Community**	Services are available to all, regardless of previous armed forces service.	The needs of a service member's family, including children, will be considered when assessing access to the service.	No Known Impacts
13	**Care Experienced**	The service will be available to Care Leavers who meet the criteria for Adult Support under the Care Act.	The service will not impact on the individuals entitlement to Leaving Care services provided by childrens social care.	No Known Impacts

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: Ann Smith, Assistant Director of Adult Social Care

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.