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	Review Packages of Care		
Savings	£500k	**FTE Reduction**	
Brief Description and Aim *(no more than 100 words)*	Under the Care Act 2014, local authorities have a **duty to review** the care and support plans (or support plans for carers) they have prepared for individuals. This is a statutory requirement to ensure the plan remains effective in meeting the person's eligible needs and promoting their wellbeing People with eligible care and support needs and their carers would be pro-actively engaged to ensure their goals and needs are met through building on individual strengths, enhancing our local offers building resilience and reducing pressures on high-cost restrictive services. The new Adult Social Care offer includes supporting more people to access the resources available in our communities using online portals that provide advice and information about access to adult social care. Alongside this we are enhancing our support to people who would provide to manage their own care through direct payments.		

	These proposals include an approach to reviews under the Care Act that ensure people's needs are being met, their outcomes are being achieved and that support when needed is provided in the most cost effective way using least restrictive practices. A person's eligible needs under the Care Act can be met without a formal "care package" arranged and provided directly by the local authority. The local authority's primary duty is to ensure the eligible needs are met, not necessarily to provide the services itself. The proposals ensure that Adult Social Care are meeting their statutory duties and do not go beyond the legal limits for Adult Social Care Support including the application of the National Frameworks for Continuing Health Care Funding, Section 117 funding for Mental Health Needs and the Joint funding policy for BANEs.			
Budget Reduction / Growth Value *(note year 2 value is the increase/decrease on year 1)*	**Year**	**2027/28**	**2028/29**	**2029/30**
	Value (£000)	£500k		
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)*	Adult Social Care have a statutory duty to review a person's care package at least once a year. Demand for social care continues to rise with over 2000 requests for assessment made each year.			

Delivery Risk Rating (High/Medium/Low) *(Please detail reasons and actions to reduce risk)*	Medium The proposals ensure that Adult Social Care are meeting their statutory duties and do not go beyond the legal limits for Adult Social Care. Needs may be met through types of care and support which are available universally, including those which are not directly provided by the local authority. Adult Social Care will ensure that all services provided to service users are adequate and proportionate to meet their assessed eligible care and support needs
Do the aims of this proposal link to any other budget proposals? *(no more than 100 words)*	The proposals are linking to the increase in reablement proposals and the development of an enablement service. Reablement supports individuals to regain lost skills and confidence after a period of illness, injury, or hospital stay. Enablement is a broader, ongoing approach focused on promoting independence by reducing barriers and building on existing strengths and capabilities, even for those with long-term conditions or disabilities.
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:** Reviews 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:** through reviews social care staff will signpost individuals to voluntary or community services that can meet some of their eligible or non-eligible needs thereby optimising the formal care package

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
	Adult social care recognises that people who use our services are in a position of vulnerability we are committed to treating individuals in a person centred way that recognises the impact of equality areas and characteristics			
1	**Sex**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	Women are more likely to receive care and serve as unpaid carers due to gaps in formal support. All carers are offered an independent assessment of their needs during the review process.	No Known Impacts
2	**Pregnancy & maternity**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The ability to carry out caring responsibilities for a child is a statutory outcome which is assessed during reviews and will be taken into consideration in determining whether the local authority will provide a package of care. Reviews will consider the additional impact of pregnancy and maternity leave on informal care or care the individual requires and ensure that eligible care needs will continue to be met.	No Known Impacts
3	**Gender reassignment**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed,	Specific needs related to gender identity will be acknowledged during care reviews as national data informs us that the trans community have higher risks to their mental health.	No Known Impacts

		and this must be clearly evidenced.		
4	**Disability**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The review process 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**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	Adult Social Care will ensure access to information, advocacy, translation and culturally appropriate services during the review process and when required to meet people's needs.	No Known Impacts
6	**Sexual orientation**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The review process will be sensitive to individual preferences and needs as determined by the persons description of themselves and their couple status. We will be respectful and inclusive language through our interactions with people.	No Known Impacts
7	**Marriage and civil partnership**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	the review process will be sensitive to individual circumstances when reviewing care provision. When couples both have needs, they will treated as autonomous individuals during the review process. Acknowledging that in some circumstances care may not always be provided in the same setting.	No Known Impacts

8	**Religion/belief**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	the review process 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 during the review process and when required to meet people's needs.	No Known Impacts
9	**Age**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	Specific needs related to age will be acknowledged during care reviews. People may experience digital exclusion due to age.	No Known Impacts
	B&NES Local Priority			
10	**Socio-economically disadvantaged**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	Reviews will ensure that people receive signposting to the benefits they are entitled to (e.g., Carer's Allowance), have access to independent advocacy, and are aware of deferred payment options People living in poverty may experience digital exclusion due to the costs of broadband.	No Known Impacts
11	**Rural communities**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed,	Reviews will consider the impact of living in a rural community on the ability of individuals to access services.	No Known Impacts

		and this must be clearly evidenced.		
12	**Armed Forces Community**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The Care Act's requirement for a "whole family" approach means that the needs of a service member's family, including children, are considered when assessing care needs. We are committed to being a trauma informed organisation.	No Known Impacts
13	**Care Experienced**	Reviews must be driven by an assessment of the individual's eligible needs and well-being, Reductions or alternative ways of meeting needs are only lawful if needs have genuinely changed, and this must be clearly evidenced.	The review of care packages provided by adult social care will not impact on the individual's entitlement to Leaving Care services provided by childrens social care. We committed to being a trauma informed service.	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

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.