

Equality Impact Assessment / Equality Analysis

(Updated Nov 2024)

Item name	Details
Title of service or policy	Budget Growth and Demographics
Name of directorate and service	Adult Social Care
Name and role of officers completing the EIA	Ann Smith Assistant Director Adult Social Care
Date of assessment	25/11/2024

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>The Care Act 2014 specifies the general legal duties that Local Authorities have towards every individual living in their local area, regardless of whether they have needs for care and support, eligible needs, or neither. These duties apply regardless of how long individuals have been living in the local area for.</p> <p>These general duties are:</p> <ul style="list-style-type: none"> ● Promoting individual wellbeing ● Preventing needs for care and support ● Promoting integration of care and support with health services ● Providing information and advice ● Promoting diversity and quality in provision of services ● Co-operating ● Safeguarding adults at risk of abuse or neglect <p>The budget growth request recognizing the additional growth required to ensure that the Local Authority has sufficient funding to ensure they can effectively deliver statutory services to adults with eligible social care needs.</p>

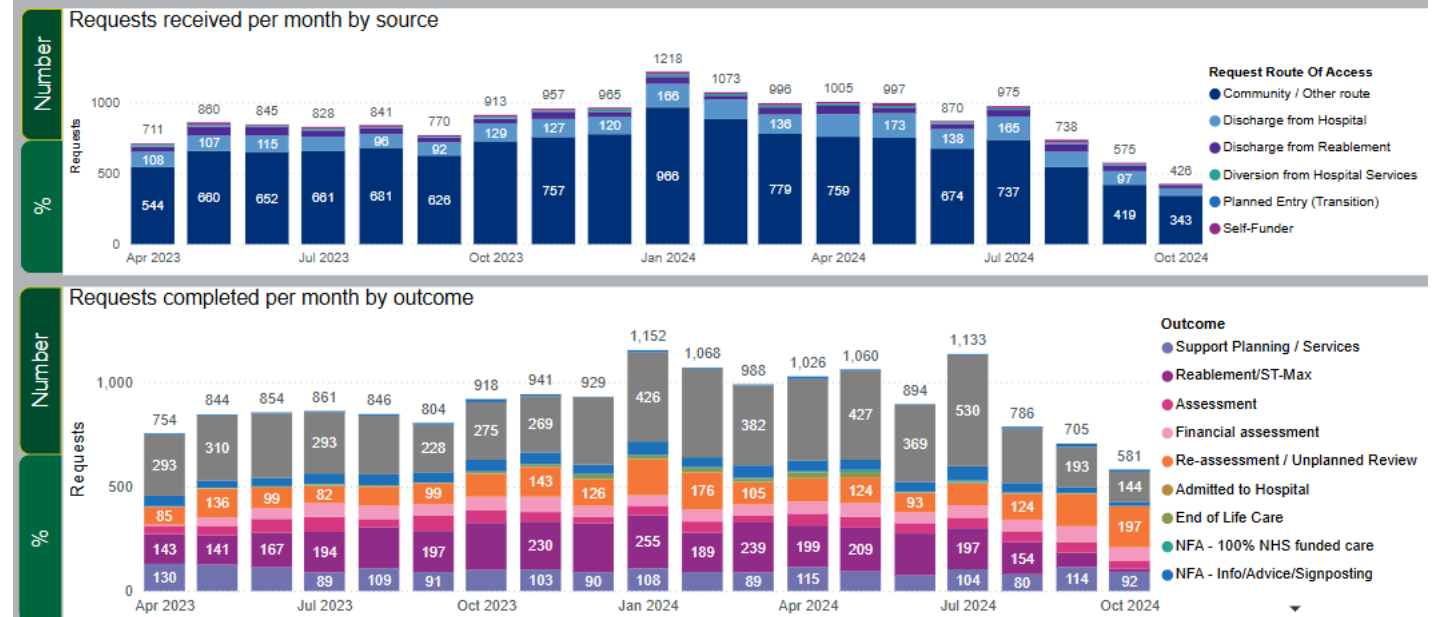
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<p>Adult Social Services have accessed the indicated budget growth and demographics request as the minimal amount required to meet the costs of increased demand, increased costs in the market and national policy directives. We have seen an increase in the need and complexity of the young people and adults who need to be accommodated and the increase cost of care in the market. These increased costs have been recognised as a regional and national issue by ADASS (The association of Directors of Social Services).</p> <p>The finance and activity date for Adult Social Care The 2023/24 data was published by the NHS on 31st October 2022/23. It can be accessed here: https://digital.nhs.uk/data-and-information/publications/statistical/adult-social-care-activity-and-finance-report/2023-24</p> <p>Key Headlines – Demand Spending (ADASS)</p> <ul style="list-style-type: none"> • Significant increase in spending by local authorities on adult social care once again with much bigger increase on care spending. The increased spending on care in 2023/24 (15.5%) was even larger than the increased spending in care in 2022/23 (11.8%). • Planned spending on adult social care in 2024/25 is 10.1% higher than planned spending in 2023/24.
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>Adult Services contribute towards the B&NES Corporate Strategy ambition to “improve people’s lives” and the key priority “focusing on prevention” .</p>

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<p>2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?</p>	<p>Staff across Adults services are required to undertake regular and up to date Equalities Training. This template author is a member of B&NES Corporate Equality, Diversity & Inclusion Steering Group. Author completed her updated Equality, Diversity & Inclusion Training on 01/11/2025.</p>
<p>2.2 What is the equalities profile of service users?</p>	<p>Adult Social Care support all Adults with care and support needs and their carers across B&NES. The B&NES Strategic Evidence Base https://www.bathnes.gov.uk/strategic-evidence : some key points: The population of B&NES is projected to increase by 8% from 2018 to 2028, from 192,106 to 207,919.</p> <ul style="list-style-type: none"> • The 65+ population is projected to increase by 15% over the same period and within the 65+ group, • the largest increase is projected to be in the 75-84 age range (33%), • followed by the 85+ age group (20%). • In 2030, it is projected there will be 3,670 older people (65+) with dementia in B&NES which is an increase of 36% since 2019. • Since 2012, there has been a 15% increase in people aged 65 years and over in B&NES, lower than the national increase of 18%. We have also seen an increase of 10% in people aged 15-64 years • In the 2021 Census, 85.6% of people in B&NES identified their ethnic background within the White British category, compared with 90.1% in 2011. • The largest ethnic group (detailed) in B&NES other than White British (165,409) is 'White: Other White' (11,114), which excludes White British, Irish, Travellers and Roma. • In the 2021 Census, in Bath and North East Somerset, 96.9% of usual residents spoke English as a main language, compared to 91.1% in England and Wales and 95.4% in the South West. • In the 2021 Census, for the first time since 2001 'No religion' (47.9% 92,567) was the highest response in Bath and North East Somerset followed by 'Christian' (42.2% 81,553). • Self-reported disability in the over 50s has decreased from 33% in 2011 to 25% in 2021.

- A larger increase in self-reported disability can be seen among the 16- 49 age group, from 7% in 2011 to 13% in 2021. Most of those self-report their day to day lives as limited a little.
- In B&NES, 88.3% identified as straight or heterosexual, which aligns closely with the national figure of 89.4% for England & Wales.

Requests to Adult Social Care



2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?

The most recent staff survey was in 2022, link attached below.
<https://intranet.bathnes.gov.uk/staff-survey>

<p>2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>Engagement has taken place in Adults services, with finance colleagues, equalities lead and business intelligence. Discussion have already taken place with 3SG and some providers about the requirements for an growth</p>
<p>2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>As above</p>

3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equalities groups

<p>Key questions</p>	<p>Examples of what the service has done to promote equality</p>	<p>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</p>
<p>3.1 Issues relating to all groups and protected characteristics</p>	<p>All Adult Social Care Services work to ensure all adults, carers and families including those with protected characteristics are supported and encouraged to access services.</p>	<p>No known adverse impact based on this budget growth</p>

	Initial and ongoing assessments aim to identify protected characteristics of all individuals (where relevant).	
3.2 Sex – identify the impact/potential impact of the policy on women and men.	All services are aware the potential increase impact of caring for a person with care and support needs on women and best practice has been shared.	No known adverse impact based on this budget growth
3.3 Pregnancy and maternity	Adults Services are engaged with the under 1s group through the BSCCP practice review group. Adult Social service have in place a disabled parents protocol.	No known adverse impact based on this budget growth
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	Adults Services ensure they consider the impact of the support provide for those who have undergone gender reassignment or identify as a gender that is different to that assigned at birth. Adults are signposted to partner agencies through the Community Wellbeing Hub	No known adverse impact based on this budget growth
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	Accessibility to services is monitored through our Business intelligence group. Carers have access to support through our Carers centre. Adults have access to support through the Live Well BANES site and the community wellbeing hub	No known adverse impact based on this budget growth
3.6 Age – identify the impact/potential impact of the policy on different age groups	The impact of Adults Service provision and support provided for different age groups	No known adverse impact based on this budget growth

<p>3.7 Race – identify the impact/potential impact on across different ethnic groups</p>	<p>is monitored through our Business intelligence group. Translation services are used on request or where a need has been identified.</p> <p>B&NES Traveller families can be signposted to the following services: Traveller Education Health and wellbeing Housing Dedicated Outreach Officer A regular multi-agency meeting ensures that all professionals work together for a coordinated approach for the Traveller Community.</p>	<p>No known adverse impact based on this budget growth</p>
<p>3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people</p>	<p>The impact of Adults Service provision and support provided for lesbian, gay, bisexual, heterosexual people is monitored through is monitored through our Business intelligence group.</p> <p>people are signposted to partner agencies via the community wellbeing hub.</p>	<p>No known adverse impact based on this budget growth</p>
<p>3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?</p>	<p>Adults Services treat all people equally and this is monitored through is monitored through our Business intelligence group.</p>	<p>No known adverse impact based on this budget growth</p>

<p>3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>Adults Services treat all people, regardless of their religion/belief equally and this is monitored through is monitored through our Business intelligence group.</p>	<p>No known adverse impact based on this budget growth</p>
<p>3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).</p>	<p>Adults Services support and intervention is aimed at providing support to those affected by socio-economic disadvantage.</p>	<p>No known adverse impact based on this budget growth</p>
<p>3.12 Rural communities* identify the impact / potential impact on people living in rural communities</p>	<p>Adults Services work to ensure people living in rural communities are considered when planning support and have access to services.</p>	<p>No known adverse impact based on this budget growth</p>
<p>3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>	<p>Adults Services ‘have due regard’ to the principles of the Armed Forces Covenant, when making decisions about the development and delivery of services.</p>	<p>No known adverse impact based on this budget growth</p>
<p>3.14 Care Experienced ***</p>	<p>Adult Services are responsible for assessing the needs of young people</p>	<p>No known adverse impact based on this budget growth</p>

<p>This working definition is currently under review and therefore subject to change:</p> <p>In B&NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>	<p>(from age 14) who may meet Care Act Eligibility we have adopted the Care Leavers Pledge, and the move towards care experienced as a protected characteristic. The service are actively involved in a cross council group to monitor implementation.</p>	
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*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by: Suzanne Westhead
(Divisional Director or nominated senior officer)

Date: 26/11/2024