



## **Equality Impact Assessments**

### **2023/24 Medium Term Financial Plan**

#### **Adults – January 2023**

## Contents

<b>Budget Reference</b>	<b>Description</b>	<b>Page</b>
ASS01	Better Care Fund - Inflation on adult protection element - contribution to increased costs	3
ASS02	Extra Care Housing - reduced unit costs of care element following re-tender	6
ASS03	Reducing the number / size of new care packages through reablement, Technology Enabled Care (TEC) and other early intervention services	10
ASS04	Meeting the needs of people through strengths-based assessment and governance approach that ensures equity and consistency	14
ASS05	Reviews of existing care packages to ensure that all appropriate Continuing Health Care (CHC) or joint funding is received	18
ASS06	Reviews of existing care packages to ensure still appropriate, strengths-based assessment and use of TEC	22
ASS07	Review the services received within Mental Health / Learning Disabilities considering TEC, Shared lives and Housing with support to maximise independence	26
ASS08	Identify new Supported Living schemes as a more cost effective and independence maximising alternative to residential placements	30
ASS09	Equipment demonstration delivery moved to alternative venues, end use of MOTEX demonstration centre	34
ASS10	Review of arrangements for shared office accommodation with Avon and Wiltshire Mental Health Partnership	41
ASS11	Review staffing arrangements in the Learning Disabilities and mental Health Teams	45
ASS12	Increase vacancy management target in adult social care by 1%	49
ASS13	Increased client contributions to reflect increases in benefits and pensions	53
ASS14	Review Voluntary and Community Sector Grants and Commissioned Services	57

ASS15	Review of staffing and deletion of non-statutory Bristol Autism Services seconded Social Worker role	61
ASS16	Freeze TEC Coordinator post until external funding becomes available	65
ASS17	Review of funding arrangements for staff in the Housing Team	69
ASS18	Annual uplift to fees and charges to cover inflationary cost of services - Adults	73

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	Income
<b>Budget reference:</b>	ASS01
<b>Budget reduction proposal:</b>	Better Care Fund – Inflation on adult protection element - contribution to increased costs
<b>Budget saving for this financial year:</b>	£300,000

#### Description of the proposal:

This is not a saving as such, but a technical adjustment to reflect the inflation passed on through the Better Care Fund that contributes to increased inflationary costs across adult social care

#### Summary of changes:

Technical financial adjustment

**Is this a continuation of a previous medium-term financial plan saving?**

Yes No

**If yes, please insert reference number and year of assessment?**

PCA1 2020/21

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/A

### 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type							
	H	M	L	N	+	=	-	
Disabled people (Including consideration of neurodiversity)				X				
People from different ethnic groups				X				
Men or women (including those who are pregnant or on maternity leave)				X				
Lesbian, gay or bisexual people				X				
People on a low income				X				
People in particular age groups				X				
People in particular faith groups				X				
People who are married or in a civil partnership				X				
Transgender people				X				
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X				

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

None

**Please describe how you will communicate these changes to your customers**

N/A

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes No

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

N/A

## 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects? N/A**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

N/A No impacts identified

**Is a further detailed equality impact assessment needed?** Yes No

**If 'yes', when will the further assessment be completed?**  
N/A

**Service Manager:** Katherine Sokol

**Date:** 14<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Care
<b>Service area:</b>	Contracts and Commissioning
<b>Budget reference:</b>	ASS02
<b>Budget reduction proposal:</b>	Extra Care Housing - reduced unit costs of care element following re-tender
<b>Budget saving for this financial year:</b>	£25,000

#### Description of the proposal:

Re-tendering of care and support provision to existing Extra Care Housing Schemes

#### Summary of changes:

Extra Care developments provide older people with support as an alternative to care homes. They also provide the opportunity to reassess people already living in residential care to support moves back into the community into supported living options in the North Somerset Local Area. These developments offer older people more choices and self-determination and independence, whilst supporting individual choices to meet people's needs more readily than residential care.

There are two Extra Care Developments where contracts will need to be retendered by January 2024, Waverley Court, and Tamar Court. For these retenders consideration will be given in respect of incentivising providers to improve the outcomes for the residents they support, developing a trusted assessor / reablement approach, which could potentially deliver savings by appropriately and safely reducing the level of support individuals receive, ensuring people's needs continue to be met. This approach will encourage increased independence and improve individual's well-being. Further savings could potentially be achieved if the incumbent providers unit rate is less than the current provider.

There have been two Extra Care Developments where the contracts have been retendered with the new providers commencing at the beginning of November 2022; these have been at Diamond Court and Lakeside Court.

The new hourly rate for Diamond Court will produce actual savings of £21,000 for 2023/24.

The new hourly rate for Lakeside Court will produce actual savings of £5,000 for 2023/24

**Is this a continuation of a previous medium-term financial plan saving?**

Yes **No**

**If yes, please insert reference number and year of assessment?**

N/A

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

**Impact Level**

**Impact type**

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)	X				X		
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income	X				X		
People in particular age groups	x				x		
People in particular faith groups				x			



People who are married or in a civil partnership	x	x		
Transgender people			x	
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing.	x			x
Please specify:				
Carers				

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

The outcomes so far show that extra care housing has a positive impact for users and their families and helps support people's local connections and closeness to their local networks, friends, and families. It also provides an assured secure tenancy with options for users to choose who supports their care needs.

The groups identified are reflected as predominantly needing this type of accommodation with care and support being provided based on their needs. The impact of a re-tender process to reduce unit costs should have a positive impact on the client due to them only being charged the actual cost of the care – this will have a positive impact on those individuals who are either full cost or self-funders.

**Please describe how you will communicate these changes to your customers**

The retender of the Extra Care Housing care provision will be communicated on the North Somerset Council Website via the Forward Plan, as will the award of the contract.

Impact on those individuals paying full cost / self-funders will be informed of the change to their individual charges.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?**

Yes

No

## Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

N/A

## 5. Consolidation savings

Please complete only for medium or high impact areas.

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

**Is a further detailed equality impact assessment needed?**      Yes      **No**

**If 'yes', when will the further assessment be completed?**      N/A

**Service Manager:**      Teresa Stanley

**Date:**      25<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	Service Development
<b>Budget reference:</b>	ASS03
<b>Budget reduction proposal:</b>	Reducing the number / size of new care packages through reablement, Technology Enabled Care (TEC) and other early intervention services
<b>Budget saving for this financial year:</b>	£400,000

#### Description of the proposal:

The ongoing development of the Technology Enabled Care (TEC) and Reablement service with revised pathways which focus on therapy and TEC to improve long term outcomes for citizens.

Collaborative working between North Somerset Council, the CCG and Sirona led to creation of the Discharge for Access (D2A) business case. The document focuses on redevelopment of the reablement offer and funding through the CCG was agreed. The new service is a collaboration between the multi-disciplinary TEC and Reablement Intervention (TRI) team, Access Your Care, and the wellness services to deliver a proactive and preventative service which supports the D2A process and improve outcomes for individuals. There is an improved offer for plus sized people and scope for increased staffing resource within these services. If necessary, a Care Act assessment will be completed once the reablement pathway is completed.

#### Summary of changes:

There is ongoing improvement to align with hospital discharge pathways, involving closer working with Sirona and an improved access to TEC and dedicated occupational therapist support for strategic domiciliary care providers. This will enable improved outcomes from provider reviews over the reablement pathway. There is a reduction in packages of care and higher proportion of clients no longer requiring care following successful reablement outcomes.

**Is this a continuation of a previous medium-term financial plan saving?**

**Yes**      **No**

**If yes, please insert reference number and year of assessment?**

**ASS S3 2022/23**

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

Early analysis of Key Performance Indicators and data indicates that savings expectations have been exceeded are on target to continue to do so throughout the year.

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X		X		
People from different ethnic groups			X		X		
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X		X		
People in particular age groups			X		X		
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			

Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing.

Please specify:

X



### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

The impacts offer positive alternatives and greater independence through an enhanced therapy offer. Whilst Technology Enable Care (TEC) has the potential to benefit all, its scope to maximise the independence of disabled and older people receiving reablement following hospital discharge is particularly positive.

**Please describe how you will communicate these changes to your customers**

Customers are issued with an information leaflet about the service and also given verbal information at the first stage of interaction with the service

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?**

Yes

No

#### Explanation of staff impact

There are no specific staffing implications but will result in closer alignment between Sirona, NSC and domiciliary care provider staff.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

**Service area**

**Value of saving**

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**Total**

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

This is a positive offer with expected improved outcomes

**Is a further detailed equality impact assessment needed?**

Yes

**No**

**If 'yes', when will the further assessment be completed?**

**Service Manager:**

Fiona Shergold

**Date:**

1<sup>st</sup> December 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	Adult Social Care Operations
<b>Budget reference:</b>	ASS04
<b>Budget reduction proposal:</b>	Meeting the needs of people through strength-based assessment and governance approach that ensures equity and consistency
<b>Budget saving for this financial year:</b>	£200,000

#### Description of the proposal:

Reducing the number and size of new packages of care and support through reablement Technology Enabled Care (TEC) and other early intervention services. The teams will complete assessments using strength-based practice, assessing the skills the person has and their networks in supporting them to meet their identified care and support needs. This will support people to maintain and increase their independence which reduces dependence on and cost to Adult Social Care.

#### Summary of changes:

The team's complete assessments in line with the persons desired outcomes, identifying the persons strengths and networks to support them in achieving these. Considering options available to support the person to maximise their independence through Reablement and Technology. Linking people with preventative services within the community to establish relationships and support people to remain in their own homes. Promoting direct payments to enhance choice and control over the care and support received.

The Eligibility Resource Forum considers the assessments, identified outcomes and support to ensure consistency and equity within the service.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      No

**If yes, please insert reference number and year of assessment?**

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)		X			X		
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			



### 3. Explanation of customer impact

This is positive impact by ensuring that the person's independence is maximised, enabling them to identify strengths that they have themselves and in their networks to complete as many tasks as possible independently.

That they are connected to the community through signposting to support services. The person and carer will be supported to identify how their care and support needs will be met, optimising their choices over their care and support.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<hr/>	
<b>Total</b>	

### 6. Review and Sign Off

#### Service Manager Review

Insert any service manager comments here:

**Is a further detailed equality impact assessment needed?** Yes **No**

**If 'yes', when will the further assessment be completed?**

**Service Manager:**

Jo Purser

**Date:**

21<sup>st</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	Adult Social Care Operations
<b>Budget reference:</b>	ASS05
<b>Budget reduction proposal:</b>	Reviews of existing care packages to ensure that all appropriate Continuing Health Care (CHC) or joint funding is received
<b>Budget saving for this financial year:</b>	£500,000

#### Description of the proposal:

When assessing and reviewing the needs of people consideration is given whether the assessed needs relate to their health conditions, an assessment for Continuing Healthcare (CHC), to determine their eligibility. It is beneficial for people to access this funding because it is not subject to a financial contribution, and it ensures that their care is co-ordinated by the relevant health organisation. When a person has been in receipt of Local Authority funding and the responsibility transfer to the Integrated Care Board (ICB) there is a saving.

#### Summary of changes:

The dedicated resource that is in place has been very successful in supporting people to achieve CHC funding, the team have expert knowledge of the Continuing Healthcare Framework and its application.

The CHC Team will continue to support the operational teams make CHC applications for people who it is considered may have a primary health need.

**Is this a continuation of a previous medium-term financial plan saving?**

**Yes**      **No**

**If yes, please insert reference number and year of assessment?**

PCA2 Year 2021/22

ASS S2 2022/23

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)	X				X		
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			



### 3. Explanation of customer impact

Whether a person receives CHC funding, or joint funded between the Local Authority and the ICB it should not affect the delivery of their care. There will be continuity of care should it be transferred from the Local Authority to the ICB.

People who are deemed eligible for CHC do not financially contribute to their care. It is beneficial for people who have a high level of care needs to have these coordinated by a health care professional.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes No

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<u>Service area</u>	<u>Value of saving</u>
	<b>Total</b>

### 6. Review and Sign Off

#### Service Manager Review

Insert any service manager comments here:

**Is a further detailed equality impact assessment needed?**  
**If 'yes', when will the further assessment be completed?**

Yes

**No**

**Service Manager:**

Jo Purser

**Date:**

25<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	Adult Social Care Operations
<b>Budget reference:</b>	ASS06
<b>Budget reduction proposal:</b>	Reviews of existing care packages to ensure still appropriate, strengths-based assessment and use of Technology Enabled Care (TEC)
<b>Budget saving for this financial year:</b>	£500,000

#### Description of the proposal:

The established review team will continue to review the existing packages of care within the adult social care teams. The teams will complete assessments using strength-based practice, considering Technology Enabled Care (TEC) assessing the skills the person has and their networks in supporting them to meet their identified care and support needs. Supporting people to maintain and increase their independence which reduces dependence on and cost to Adult Social Care.

#### Summary of changes:

The team will continue to review packages of care within adult social care. Considering options available to support the person to maximise their independence, considering TEC the team will continue to consider where their focus makes the most impact for the person receiving care.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes No

**If yes, please insert reference number and year of assessment?**

PCA1 Year 2021/22

ASS S1 2022/23

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X		X		
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			



### 3. Explanation of customer impact

Reviews of packages of care will be carried out in a planned way, avoiding a time of crisis for the person; this is a positive approach and can help to ensure that the person's independence is maximised for longer and any additional signposting for support/services can be provided, for example referral to occupational therapy.

Its aim is to enable people to remain independent for longer within their own homes.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<u>Service area</u>	<u>Value of saving</u>
	<b>Total</b>

### 6. Review and Sign Off

#### Service Manager Review

Insert any service manager comments here:

**Is a further detailed equality impact assessment needed?** Yes **No**

**If 'yes', when will the further assessment be completed?**

**Service Manager:**

Jo Purser

**Date:**

25<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social care
<b>Service area:</b>	Mental Health and Learning disability
<b>Budget reference:</b>	ASS07
<b>Budget reduction proposal:</b>	Review the services received within Mental Health / Learning Disabilities considering TEC, Shared lives, and Housing with support to maximise independence.

**Budget saving for this financial year:** £325,000

#### Description of the proposal:

When reviewing care packages, which must be reviewed as a minimum every 12 months (for example care home placements, domiciliary support) the use of appropriate alternative provision should be considered (this may be summarised as, but not limited to accommodation shifts, changes to direct payments, use of technology). Any changes made to care provisions must continue to meet statutory obligations under the care act, and will be made in full consultation with the service users. This review activity is part of the local authorities ongoing statutory duty to review care and support.

#### Summary of changes:

- Strength based assessments in all cases
- Use of alternative provision (such as direct payments)
- Consideration of technology solutions
- Consideration of alternate accommodation options (such as supported living and shared lives)
- Close work with commissioning to deliver appropriate care options.
- Continuing reviews of supported livings to consider economies of scale
- Targeted reviewing of case

**Is this a continuation of a previous medium-term financial plan saving?**

Yes

**No**

**If yes, please insert reference number and year of assessment?**

N/a

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/a

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			

Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing.

Please specify:

X



### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

The local authority continues to hold a statutory duty to deliver services to meet eligible care needs and will continue to do so – the use of any alternative care options is a function of individual assessment in line with full involvement of the service user and their representative and will only be undertaken if the statutory duty is clearly still met. For this reason, any application of new models of care and support are in this context and are expected to have a neutral impact and no disproportionate impact on any particular group.

**Please describe how you will communicate these changes to your customers**

This will be a function of individual communication to users at the time of assessment / review. Any changes to care and support provision will be dependent on the individual circumstances, and there is no set time scale. All changes must be made in writing to the service user and representatives.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?**

Yes

No

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

## 5. Consolidation savings

Please complete only for medium or high impact areas.

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

<b>Is a further detailed equality impact assessment needed?</b>	Yes	<b>No</b>
<b>If 'yes', when will the further assessment be completed?</b>	N/a	

**Service Manager:**

Martin Hawketts

**Date:**

21<sup>st</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Care
<b>Service area:</b>	Contracts and Commissioning
<b>Budget reference:</b>	ASS08
<b>Budget reduction proposal:</b>	Identify new Supported Living schemes as a more cost effective and independence maximising alternative to residential placements
<b>Budget saving for this financial year:</b>	£100,000

#### Description of the proposal:

Continuation of the Housing with Support Strategy approach to developing further supported living schemes.

#### Summary of changes:

This proposal includes the plan to build on the foundations of the existing housing with support plans to an accommodation shift away from residential care options and alternatives for older people and those with Learning Disabilities.

This includes:

- The development of Housing for people with a Learning Disability with support in place to meet individual's needs. This is supporting a change that allows people with a learning disability and their families to have choices that support self-determination and values including choice and independence. Housing with support offers the opportunity to remain in your local area close to friends and families and established networks, this isn't always available when considering residential care options. This option is based on tenancies that support people being able to keep their home and change care which is not available with residential care.
- There are plans being proposed for 12 self-contained flats being developed in Weston with the aim that these would be available early 2024; This will be able to provide long term secure accommodation to people with Learning Disabilities and/or people with physical disabilities. The scheme is in partnership with Freeways.

- There are plans to create a framework for developers who can be approached to develop smaller self-contained units in key locations across North Somerset to further secure long term accommodation for people with Learning Disabilities and / or physical disabilities.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes No

**If yes, please insert reference number and year of assessment?**

PCA4 – 2021/22 ASS S7 – 2022/23

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

The equality impact has been reviewed from last year with no significant change in the outcomes identified.

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

**Impact Level**

**Impact type**

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)	X				X		
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income	X				X		
People in particular age groups	X				X		



People in particular faith groups		X			
People who are married or in a civil partnership		X	X		
Transgender people		X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing.	X		X		
Please specify: Carers and Impact on health and wellbeing					

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

The outcomes so far show that this way of working has a positive impact for users and their families and helps support people's local connections and closeness to their local networks, friends, and families. It also provides an assured secure tenancy with options for users to choose who supports their care needs.

The groups identified are reflected as predominantly needing this type of accommodation being developed and whom have been mostly impacted by a lack of choices around care, with residential care, often placed outside of the local area, generally being the only option.

Having suitable accommodation situated within the local area also has a positive impact on parent carers, including their health and wellbeing.

**Please describe how you will communicate these changes to your customers**

Contracts and commissioning are currently developing their Commissioning Strategy which will include narrative around supported living; this will further support the existing Accommodation with Support Strategy.

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes **No**

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

Whilst there is no direct impact on staffing within North Somerset Council, the development of further supported living accommodation will provide increased job opportunities for the local communities within North Somerset

## 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

This is a continuation of an existing Housing Strategy and plans.

**Is a further detailed equality impact assessment needed?** Yes **No**

**If 'yes', when will the further assessment be completed?**  
N/A

**Service Manager:** Teresa Stanley

**Date:** 25<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	Adult Social Care
<b>Budget reference:</b>	ASS09
<b>Budget reduction proposal:</b>	Equipment demonstration delivery moved to alternative venues, end use of MOTEX demonstration centre
<b>Budget saving for this financial year:</b>	£60,000

#### Description of the proposal:

To cease the lease and close the facility of the equipment demonstration centre (EDC) and associated office at the Motex Building in Winterstoke Road, Weston-super-Mare. To establish a community outreach clinic offer (Social Work (SW) and Occupational Therapy (OT)) to replace the clinic offer currently delivered at the EDC. To use existing community facilities across the whole of the NS area to provide adult social care clinic services (SW and OT), where possible.

#### Summary of changes:

The Equipment and Demonstration Centre retail and booked clinic facility provided at the Motex building would close. The lease – a sublet through Somerset Wood Recycling – would cease for the clinic and the office space upstairs.

The booked clinic offer would continue to be developed by the Single Point of Access (SPA) service to offer face to face appointments for people, but at a variety of accessible venues throughout North Somerset. This would help provide a more equitable offer to people living to the north of North Somerset for whom transport across North Somerset could be a challenge and for whom we have historically evidenced a lower uptake of the service. Current clinic usage (Jan-Sep 2022), by person's home address location, is shown below.

Clinic Attendees 2022 Jan - Sep		
Postcode totals by area:	Number	%
South locality	84	72%
North locality	32	28%
Total	116	

The community outreach clinic approach would support the use of more local facilities and help develop a preventative approach, promoting community and GP awareness and access to advice and support from adult social care.

A more local approach would help improve uptake, assist with signposting to alternative services for support. reduce demand and waiting times for adult social care advice and services and reduce excessive travelling across the area by residents or by staff conducting home visits to individuals.

The reduction in demand for facilities management of the EDC would provide additional capacity for staff to attend to their professional roles, assisting more people, more quickly and reducing cost to social care services.

The wider retail offer would remain available both locally and online with independent mobility suppliers, including the current contractor for our integrated community equipment service – Medequip.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes **No**

**If yes, please insert reference number and year of assessment?**

N/A

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

	Impact Level				Impact type		
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X			X	
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X		X		
People in particular age groups			X			X	
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify: Carers			X			X	

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

**Disabled people: Low/Neutral** - due to impact of changes for those that use the facility – albeit a low number of the local population (116 people Jan – Oct 2022 against referrals for OT input for same period of 3450 = 3%). Neutral overall as there are a balance of positive and negatives with plans to deliver services to more people across the wider North Somerset area – albeit with a more limited physical demonstration facility. Negative: There will be a loss of a physical demonstration facility for home adaptations (showers, stairlift, adapted kitchen, ceiling track hoist). Positive: the service will reach more people and they will be able to access advice, support, equipment prescription more locally (once community outreach is developed). There are examples online of possible adaptations which they will be able to access at the outreach clinics with tailored advice from experienced staff. There will be a need to relocate wheelchair weighing scales for continued community use.

**People on a low income: Low/Positive** – currently the site is fairly near the two most deprived areas in North Somerset (South and Central wards), potentially affording local access to the facility for individuals of low income. Usage from the postcodes BS22/BS23/BS24 is on average 8 per month. This data incorporates the postcodes for the area of deprivation. However, a significant part of the facility is designed to advise people who are wanting to undertake their own major home adaptations and therefore likely to be in a higher income bracket. The provision of a more local offer would support improved access and cheaper transport access for people on a lower income across North Somerset. The advice provided throughout North Somerset would help assist in making best choices for equipment loan or equipment/adaptation purchase.

**People in particular age groups: Low/Neutral** – anecdotally, there would be a disproportionate impact on older people as the main users of the facility. This would be due to the impact of changes for those that use the facility – albeit a low number of the local population accessing social care for OT support overall (3%). Neutral overall as there are a balance of positive and negatives opening up a more limited physical facility, to more people across the wider North Somerset area. Negative: There will be a loss of a physical demonstration facility for home adaptations (showers, stairlift, adapted kitchen, ceiling track hoist). Positive: the service will reach more people and they will be able to access advice, support, equipment prescription more

locally (once community outreach is developed). There are examples online of possible adaptations which they will be able to access at the outreach clinics with tailored advice from experienced staff.

**Carers - Low/Neutral** – people caring for individuals with disabilities or reduced function and independence will access the facility – often with the cared for person.

The balance of positive and negative aspects to the proposed changes (listed above) are equally applicable to carers as they are to people with disabilities and older people.

**Formal care agencies** - the EDC facility is currently used by some domiciliary care providers to train their staff on the use of manual handling equipment i.e. ceiling track hoists, mobile hoists, bath transfers.

**Please describe how you will communicate these changes to your customers**

- We will communicate changes directly with previous/existing customer base for the retail facility. We will advise of alternative options and the developing community offer and the continued offer through Care Connect for North Somerset Council for advice and support in the first instance.
- Individuals who access the facility by appointment for professionally supported clinics will be advised of alternative location when the appointment is made.
- We will communicate changes directly with previous/existing customer base for the training facility and through our commissioners advise of alternative options for staff training.
- Development of local advice and support clinics – drop in or by appointment -will be promoted through the existing contact via NS Together, NS life, Social Media, local community facilities, GP Surgeries as relevant.

## 4. Staff equality impact summary

<b>Are there any staffing implications for this proposal?</b>	<b>Yes</b>	No
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## Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

There is one member of staff (permanent/female) whose sole role is the support and administration of the centre including the retail facility. They work approximately .7 FTE (25.5hrs per week). This role would no longer be required once the centre closes. The staff member would be eligible for redeployment. They currently remain on the terms and conditions from their former employer, prior to their transfer to NSC in 2018. Their grade is circa NSC JG3.

## 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

Whilst it is acknowledged this proposal would mean the loss of a purpose-built facility (open since 2013), the uptake and usage - given its location in the south of North Somerset, limited disabled parking, limited transport links – has been low in relation to the overall demand for social care advice and support. The development of a community outreach offer would enable a more equitable service to residents across North Somerset and more timely access to advice and support. It would also promote engagement and awareness with wider communities, organisations and health colleagues for support of individuals in need.



**Is a further detailed equality impact assessment needed?**      **Yes**      No

**If 'yes', when will the further assessment be completed?**

This will take place during the implementation of the proposal to ensure the development of outreach services has progressed and is reaching all equality groups.      August 2023

**Service Manager:**      Sarah Shaw

**Date:**      25<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social care
<b>Service area:</b>	Mental Health and Learning disability
<b>Budget reference:</b>	ASS10
<b>Budget reduction proposal:</b>	Review of arrangements for shared office accommodation with Avon and Wiltshire Mental Health Partnership
<b>Budget saving for this financial year:</b>	£75,000

#### Description of the proposal:

Reviewing current usage of sub-let accommodation within the Avon and Wiltshire Partnership NHS mental health trust (AWP) considering changes to integrated ways of working.

#### Summary of changes:

- Currently the accommodation and associated IT resources are approximately £82,000 per annum paid by the local authority to AWP to allow for the co -location of integrated services with the AWP estate
- This will be reviewed and renegotiated with AWP based on changes to working practices (Hybrid working) and potential changes to the integrated model and a move to data entry within the local authorities recording systems.
- At this point the full detail have not been agreed with AWP, and the final model and finalised savings in this area are dependent on this ongoing work

**Is this a continuation of a previous medium-term financial plan saving?**

Yes **No**

**If yes, please insert reference number and year of assessment?**

N/a

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

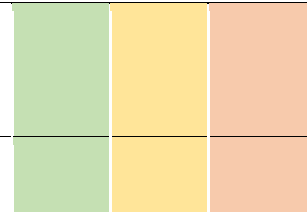
+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing.				X			

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Please specify:

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### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

Social care statutory duties will continue to be met for all groups, given the move to more technology-based hybrid working the changes to accommodation should not negatively impact on service delivery.

**Please describe how you will communicate these changes to your customers**

There are no plans to communicate the specifics or details of staffing changes to the wider public currently; when a final model is agreed with AWP, there will be consideration given to how this can be communicated to stakeholders.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** **Yes** **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

The proposal may affect the whole staff group in Mental health teams in terms of their base of work and use of IT (which covers approx. 30 individuals). This is not expected to impact on post numbers etc.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

<b>Is a further detailed equality impact assessment needed?</b>	Yes	<b>No</b>
<b>If 'yes', when will the further assessment be completed?</b>	N/a	

**Service Manager:** Martin Hawketts  
**Date:** 21<sup>st</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social care
<b>Service area:</b>	Mental Health and Learning disability
<b>Budget reference:</b>	ASS11
<b>Budget reduction proposal:</b>	Review staffing arrangements in the Learning Disabilities and Mental Health teams

**Budget saving for this financial year:** £120,000

#### Description of the proposal:

Reduction in staffing costs across the Mental Health and Learning Disabilities Teams by restructuring of teams, review of vacancies and deletion of vacant hours

#### Summary of changes:

- Deletion of 1 FTE Adult Social Care Worker post in Learning Disabilities Team following retirement
- Conversion of 1 FTE social worker post to adult social care Worker Post in Recovery Mental Health Team
- Deletion of 1 FTE social worker / approved mental health practitioners post through restructuring of the Approval MH Professional Hub (AMHP), and deletion of a further 17.25 hours within the AMHP hub following retirement
- Deletion of 14.5 vacant hours in the Complex Intervention Team, Mental Health
- Review of Mental Health staffing and managerial support in line with ongoing negotiations with Avon and Wiltshire NHS Mental Health Partnership Trust (AWP) around integration and accommodation issues

**Is this a continuation of a previous medium-term financial plan saving?**

Yes **No**

**If yes, please insert reference number and year of assessment?**

N/a

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/a

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

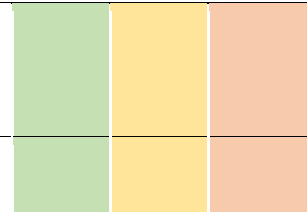
### Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X				X
People from different ethnic groups			X				X
Men or women (including those who are pregnant or on maternity leave)			X				X
Lesbian, gay or bisexual people			X				X
People on a low income			X				X
People in particular age groups			X				X
People in particular faith groups			X				X
People who are married or in a civil partnership			X				X
Transgender people			X				X
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing.			X				X

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Please specify:

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### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

It is anticipated that as a result of a reduction in staffing there may be a negative impact on response time and possibly waiting time for contact with adult social care it is not envisioned any person will go without a service. It should also be noted that the service has held vacancies for over 6 months due to recruitment issues.

**Please describe how you will communicate these changes to your customers**

There are no plans to communicate the specifics or details of staffing changes to the wider public currently.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** **Yes** **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.



This proposal will delete the equivalent of just over 3 FTE roles, and convert a further 1 FTE role to a different grade – all these directly affected roles are vacant and so have no specific impact on individual workers. Further work on any changes to arrangements within the mental health services may have impact on staff depending on the agreed future model with AWP.

## 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

<b>Is a further detailed equality impact assessment needed?</b>	Yes	<b>No</b>
<b>If 'yes', when will the further assessment be completed?</b>	N/a	

<b>Service Manager:</b>	Martin Hawketts
<b>Date:</b>	21 <sup>st</sup> November 2022

# Medium Term Financial Plan Initial Equality Impact Assessment 2023/24



## 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	All Areas
<b>Budget reference:</b>	ASS12
<b>Budget reduction proposal:</b>	Increase vacancy management target in adult social care by 1%
<b>Budget saving for this financial year:</b>	£125,000

### Description of the proposal:

The Directorate will increase its vacancy management target by £125,000; this represents an increase from c. 4% to c. 5%

### Summary of changes:

The changes will require the management team to continue to take a proactive approach to managing vacancies to ensure that the financial target is met. Historically, this level of savings has been met and, as a result, in the most part, this proposal brings slightly more financial risk to the budget in terms of managing potential overspends.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      No

**If yes, please insert reference number and year of assessment?**

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

### Impact Level

### Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X				X
People from different ethnic groups			X				X
Men or women (including those who are pregnant or on maternity leave)			X				X
Lesbian, gay or bisexual people			X				X
People on a low income			X				X
People in particular age groups			X				X
People in particular faith groups			X				X
People who are married or in a civil partnership			X				X
Transgender people			X				X
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:			X				X

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

The proposals are unlikely to have a significant impact on customers as vacancy management targets are always managed to ensure that staffing structures where there is a direct impact on vulnerable group are protected.

**Please describe how you will communicate these changes to your customers**

None, as no planned direct impacts

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** **Yes** **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

It is not possible to identify what posts or teams will be affected as it will depend on where vacancies arise and how quickly they are filled. There is a risk that, when staff leave, the remaining staff will be asked to reprioritise workloads, we will manage the impact on staff through discussions at team meetings and within individual one to one meetings with line managers.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

**Is a further detailed equality impact assessment needed?**      Yes      **No**  
**If 'yes', when will the further assessment be completed?**

**Service Manager:**

Katherine Sokol

**Date:**

25<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	Client Income
<b>Budget reference:</b>	ASS13
<b>Budget reduction proposal:</b>	Increased client contributions to reflect increases in benefits and pensions
<b>Budget saving for this financial year:</b>	£940,000

#### Description of the proposal:

This represents the additional income that is likely to arise because of government increases to benefits, pensions and minimum income guarantees and how they impact on financial assessment for adult social care clients.

#### Summary of changes:

Following government announcements to changes in pensions, benefits and minimum income guarantees, the Council will review all financial assessments and client contributions and adjust the amounts that clients will need to contribute towards their care, based on their income and the amount that the government identifies that clients can retain before making any contribution. The financial assessment process involved a means test that ensures that contributions are affordable.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      No

**If yes, please insert reference number and year of assessment?**

Each year an amount is included for inflationary uplifts, the amount is anticipated to be more significant in 2023/24 due to the potential for a larger increase to pensions and benefits because of higher rates of inflation.

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

Client contributions continue to be subject to a mean-test based financial assessment.

## 2. Customer equality impact summary

### Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X				X
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income			X				X
People in particular age groups			X				X
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:			X				X



### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

Clients in receipt of care, who are most likely to be older people, or disabled people will be asked to contribute more towards their care (as a result of increased costs to the Council and increase to pensions and benefits.

However, this contribution will continue to be based on a means-tested financial assessment. It is also expected that the government will announce increases to the Minimum Income Guarantee and the Personal Expenses Allowance (i.e. the amounts that clients can keep before they start paying for their care) in line with inflation, which should mitigate the impact.

Most clients whose care is arranged by the Council have a maximum weekly charge, which results from their financial assessment. For non-residential care packages, this averages at around £70 per week and for residential care, the average is around £210 per week for older people and £100 per week for younger adults.

Only those clients who are "self-funders" will feel the full impact of increases in costs, i.e. they will be expected to pay in full for any cost increases that arise from increases in provider costs.

**Please describe how you will communicate these changes to your customers**

As part of the annual review process

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes No

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

N/A



## 5. Consolidation savings

Please complete only for medium or high impact areas.

Does this budget saving include many service areas/savings/projects? N/A

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
	<b>Total</b>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

<b>Is a further detailed equality impact assessment needed?</b>	Yes	<b>No</b>
<b>If 'yes', when will the further assessment be completed?</b>	N/A	

**Service Manager:**

Katherine Sokol

**Date:**

14<sup>th</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Care
<b>Service area:</b>	Contracts and Commissioning
<b>Budget reference:</b>	ASS14
<b>Budget reduction proposal:</b>	Review Voluntary and Community Sector Grants and Commissioned Services
<b>Budget saving for this financial year:</b>	£32,000

#### Description of the proposal:

North Somerset Council has historically provided grant funding to several voluntary and community sector organisations. The provision of a grant has been given where there is a clear link between the Council's supporting people agenda and where activities support the strategic aims and objectives of the Council.

The voluntary and community sector organisations often provide services which, if they weren't available, would result in an increase in services needing to be supplied and funded through Adult Social Care.

#### Summary of changes:

A review of all our grants, and a meeting with Alliance, identified that a reduction in contribution to Alliance, which they were agreeable to, could be achieved through consolidation of their services, and potential vacancy freezes.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      **No**

**If yes, please insert reference number and year of assessment?**

N/A

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X				X
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)			X				X
Lesbian, gay or bisexual people				X			
People on a low income			X				X
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify: Carers and impact on health and wellbeing of vulnerable adults and / or their carers			X				X

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

A meeting was held in December with Alliance to discuss the potential need for savings.

Alliance agreed that savings could be achieved through vacancy freezes, integration of services and a potential reduction in the Housing Related Support Grant received.

In addition, it was recognised that if North Somerset could continue to sustain funding, Alliance could utilise a national lottery bid to support a volunteer co-ordinator for 3 years and would also be able to apply for further funding for 3 years from Children in Need. This would lessen the impact of the grant reduction being received from North Somerset Council.

It is anticipated that the impact on equality groups of this proposal will be low.

**Please describe how you will communicate these changes to your customers**

Ongoing support will be provided to Alliance, as needed, to help them achieve efficiencies required.

Alliance will lead any appropriate communication with customers.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

Whilst there will be no impact on staffing within North Somerset Council, in discussion with Alliance they will be reviewing their current staffing vacancies to identify if savings could be achieved.

## 5. Consolidation savings

Please complete only for medium or high impact areas.

Does this budget saving include many service areas/savings/projects? N/A

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<u>Service area</u>	<u>Value of saving</u>
N/A	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? Yes **No**

If 'yes', when will the further assessment be completed? N/A

Service Manager: Teresa Stanley

Date: 18<sup>th</sup> January 2023

# Medium Term Financial Plan Initial Equality Impact Assessment 2023/24



## 1. The Proposal

<b>Directorate:</b>	Adult Social care
<b>Service area:</b>	Mental Health and Learning disability
<b>Budget reference:</b>	ASS15
<b>Budget reduction proposal:</b>	Review of staffing and deletion of non-statutory Bristol Autism Services seconded Social Worker role
<b>Budget saving for this financial year:</b>	£59,000

### Description of the proposal:

Deletion of a specific role currently seconded to The Bristol Autism Service (BASS) – currently 1 FTE JM1 graded social worker post.

### Summary of changes:

The BASS role is a seconded post, it provides advice and support to people with Autism and assists with preventative work / training and benefit claims. The post is currently occupied on a 50% basis, the remaining 50% currently vacant. The post does not directly undertake statutory duties under the Care Act 2014.

The proposal is the deletion of this role, given its not statutory function and to seek redeployment of substantive staff member in line with NSC policy.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      No

**If yes, please insert reference number and year of assessment?**

N/A

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

	Impact Level				Impact type		
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X				X
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

The withdrawal of the role, whilst not affecting the core statutory duties of the local authority will impact negatively on those with Autism (neurodiversity) by removing a supportive resource from the BASS service, which currently provides some advice information and support, some support groups and training, and helps with benefit claims. The impact of this is anticipated to be low. We will mitigate this by providing BASS with contact points and referral routes into social care services and providing signposting for support with benefit claims (i.e., to Citizens Advice Bureau).

**Please describe how you will communicate these changes to your customers**

There will be a consultation with the affected staff member in line with HR procedures.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** **Yes**      **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

This proposal will directly affect 1 member of staff, who will be offered redeployment in line with existing policy

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

**Service area**

**Value of saving**

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**Total**

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

<b>Is a further detailed equality impact assessment needed?</b>	Yes	<b>No</b>
<b>If 'yes', when will the further assessment be completed?</b>	N/A	

<b>Service Manager:</b>	Martin Hawketts
<b>Date:</b>	21 <sup>st</sup> November 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services
<b>Service area:</b>	TEC and Reablement Intervention Team
<b>Budget reference:</b>	ASS16
<b>Budget reduction proposal:</b>	Freeze TEC Coordinator post until external funding becomes available
<b>Budget saving for this financial year:</b>	£49,000

#### Description of the proposal:

To freeze recruitment of a replacement Technology Enabled Care Coordinator in the TEC and Reablement (TRI) team until external funding becomes available.

#### Summary of changes:

The TEC Coordinator Role was responsible for promoting the use of TEC across the adults and children's directorates by providing awareness training, prescriber training and support for workers in all areas wishing to find TEC interventions to meet eligible needs. The TRI team considers reablement and TEC to reduce the need for care packages and TEC has become integrated within the work of the team.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes      No

**If yes, please insert reference number and year of assessment?**

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

The creation of the TRI team has given the opportunity for all team members to increase their skill levels and knowledge of TEC interventions which will lessen the impact of losing the TEC coordinator post. It is not anticipated there will be any customer impact because of this proposal.

**Please describe how you will communicate these changes to your customers**

Customers won't be aware of any impact from the change because the number of workers with appropriate skills and knowledge to implement TEC has increased as the responsibilities are now shared across the whole team. There is no need to communicate this to our customers.

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** **Yes** **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

This impacts on one role which has been vacant since the 1<sup>st</sup> of August 2022.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
<b>Total</b>	

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

**Is a further detailed equality impact assessment needed?**

Yes

**No**

**If 'yes', when will the further assessment be completed?**

**Service Manager:**

Fiona Shergold

**Date:**

1<sup>st</sup> December 2022

## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Social Services & Housing Solutions
<b>Service Area:</b>	Housing Solutions
<b>Budget reference:</b>	ASS17
<b>Budget reduction proposal:</b>	Review of funding arrangements for staff in the Housing Team
<b>Budget saving for this financial year:</b>	£163,000

#### Description of the proposal:

Some existing homeless prevention posts will be paid by specific grant and one vacant post will be deleted

#### Summary of changes:

No change to homeless prevention posts because of grant being used to pay salary costs.

The vacant post is at team manger level and the team members will transfer to another manager within the service

**Is this a continuation of a previous medium-term financial plan saving?**

Yes **No**

**If yes, please insert reference number and year of assessment?** N/A

**If yes, please describe what steps you have taken to review the equality impacts from previous years?** N/A

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income				X			
People in particular age groups				X			
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:				X			

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

It is not anticipated that customers will see any change as a result of this proposal.

**Please describe how you will communicate these changes to your customers**

N/A

### 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** **Yes** **No**

#### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

Vacant post so no impact and the team being managed within the service so the only impact is different manager but no other change

No impact on staff if salaries paid by grant very low risk that grant does not continue going into the future, but we have reserves to cover.

### 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<b>Service area</b>	<b>Value of saving</b>
N/A	
	<b>Total</b>





## Medium Term Financial Plan Initial Equality Impact Assessment 2023/24

### 1. The Proposal

<b>Directorate:</b>	Adult Services
<b>Service area:</b>	Cross cutting
<b>Budget reference:</b>	CSD24 / <b>ASS18</b> / CH12 / PH4 / PD36
<b>Budget reduction proposal:</b>	Annual uplift to fees and charges to cover inflationary cost of services – Adults
<b>Budget saving for this financial year:</b>	£435,000 (total all areas) The saving is £255,000 in Adult Services

#### Description of the proposal:

The council will continue its policy to apply an annual uplift to the budgets for fees and charges it levies on its services, based upon published external inflationary rates.

#### Summary of changes:

Customers currently pay specific fees and charges for a wide range of activities and services such as building control services, planning application or land charges fees, car parking, leisure activities or care related charges.

Some of these fees and charges are set nationally and the council is legally required to adopt these levels, whilst other fees and charges are set at local levels using the council's discretion. This specific savings proposal relates to fees and charges that are levied across all council services and so a breakdown has been provided below to show the impact for each directorate. These values will then be shared across all relevant service area budgets within each of the directorates.

It is proposed that the budgets associated with the fees and charges levied by the council will be inflated by 1.25% with effect from April 2022 to reflect the council's financial policy of annually inflating charges to cover the increased costs for goods and services.

It should be noted that whilst this proposed increase may be lower than some current national inflationary measures such as the Retail Prices Index or the Consumer Prices Index, the baseline proposal takes into account both the average increase in income budgets that is realistically feasible to achieve

and also the average level of increased costs that the council will incur. For example;

- Not all services can increase their fees – exclusions would include planning fees
- Not all services can generate an increase in the level of income even if fees are inflated by more than the 1.25% - examples include adult social care fees which are limited to the individual circumstance of a customer and their ability to pay

It is important to note that this is a baseline increase and that where it is possible to increase income levels above this baseline sum, then a specific MTFP savings proposal will be tabled elsewhere within the papers. This provides more transparency into the decision making process and enables stakeholders to review and assess the individual impacts of each change as these are very likely to be different for each individual service area.

**Is this a continuation of a previous medium-term financial plan saving?**

Yes No

**If yes, please insert reference number and year of assessment?**

CORP S1 – 2022/23 MTFP budget proposal to increase income budgets

**If yes, please describe what steps you have taken to review the equality impacts from previous years?**

n/a

## 2. Customer equality impact summary

**Will the proposal have a disproportionate impact on any of these groups?**

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

**Impact Level**

**Impact type**

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X			
People from different ethnic groups				X			

Men or women (including those who are pregnant or on maternity leave)	X			
Lesbian, gay or bisexual people	X			
People on a low income	X			X
People in particular age groups	X			
People in particular faith groups	X			
People who are married or in a civil partnership	X			
Transgender people	X			
Other specific impacts, for example: carers, parents, armed forces community, impact on health and wellbeing. Please specify:	X			

### 3. Explanation of customer impact

**Please describe the reasons for the impact level in the table above. Please describe both positive and negative impacts.**

There will be a minimal impact on customers although it is accepted that this may impact on customers with lower income levels should they access a service which has a charge associated with it.

**Please describe how you will communicate these changes to your customers**

Annual fees and charges are approved prior to the start of each financial year with the decision maker being dependent upon the level of the increase. For example;

- increases below 5% are approved by the relevant Director
- increases between 5% and 10% are approved by the relevant Exec Member
- increases over 10% are approved by the Executive

When fee increases have been agreed they will be published on the council's website.

## 4. Staff equality impact summary

**Are there any staffing implications for this proposal?** Yes **No**

### Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

n/a

## 5. Consolidation savings

**Please complete only for medium or high impact areas.**

**Does this budget saving include many service areas/savings/projects?**

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

<u>Service area</u>	<u>Value of saving</u>

## 6. Review and Sign Off

### Service Manager Review

Insert any service manager comments here:

n/a

**Is a further detailed equality impact assessment needed?** Yes **No**

**If 'yes', when will the further assessment be completed?** n/a

**Service Manager:** Melanie Watts

**Date:** 13<sup>th</sup> November 2022

