

Medium Term Financial Plan

Initial Equality Impact Assessment of Budget Proposal 2024/25



1. The Proposal

Budget Theme:	Adults transformation - service delivery models and efficiency
Budget reference:	ADTR02
Budget proposal 2024/25 (£):	£1,340,000

The following savings are included within this Theme:

Directorate Reference	Service Area	Budget Proposal	2024/25 Budget reduction
ASS08	Care in the Community	Commissioning arrangements for Learning Disability and Mental Health Services - return to NSC/local provision	£200,000
ASS11	All directorate	Review future specific grants - Housing and Social Care	£500,000
ASS12	Care in the Community	Improved debt collections/recovery. Supported by advice from Voluntary Sector.	£75,000
ASS14	All directorate	Better Care Fund - Inflation on adult protection element - contribution to increased costs	£365,000
ASS17	Mental Health	Mental Health delivery & AWP integration.	£100,000
ASS18	Care in the Community	Implementation of home care resourcing to optimise planned activity	£100,000
Total			£1,340,000

Theme Narrative:

A package of measures designed to look at how we deliver services to ensure that they are efficient, fit for purpose and make the best use of resources available. This includes making sure that we obtain best value from our contracts, reviewing delivery models, allocating external funding to those services in greatest need and looking at ways that other sectors can provide help and support, for example, by investing in debt advice.

Summary of changes:

ASS08- Care in the Community

Commissioning arrangements for Learning Disability and Mental Health Services - return to NSC/local provision.

This 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 those with Learning Disabilities, physical disabilities, mental health and autism, and includes young adults transitioning through pathways to adulthood. Having suitable accommodation, and care provision situated within the local area is the priority.

ASS11- All directorate

Review future specific grants - Housing and Social Care.

Within both housing and social care, our existing investment on transformational activity aligns with focused government grant priorities, which has led to some efficiency in investment.

ASS12 - Care in the Community

Improved debt collections/recovery. Supported by advice from Voluntary Sector.

Income from charging is a significant source of funding for Adult Care but requires sensitivity in recovery measures. We are keen to implement a proactive support service for debtors that is not focused on recovery, but rather ensuring our debtors have timely access to support, debt, and benefit advice to ensure bad debts do not mature. This is a proactive and supportive measure commissioned by subject experts in the VCSE (Voluntary, Community and Social Enterprise) sector and independent and arm's length from any debtor recovery procedure.

ASS14 - All directorate

Better Care Fund - Inflation on adult protection element - contribution to increased costs.

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. This has impact on those who use our services.

ASS17 - Mental Health

Mental Health delivery & Avon and Wiltshire Partnership NHS mental health trust (AWP) integration.

Reviewing current usage of sub-let accommodation and IT provision within the Avon and Wiltshire Partnership NHS Mental Health Trust (AWP) considering changes to integrated ways of working.

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 has not been agreed with AWP, and the final model and finalised savings in this area are dependent on this ongoing work.

ASS18 - Care in the Community

Implementation of home care resourcing to optimise planned activity

Optimising the delivery of home care resources delivered across North Somerset commissioned care providers will deliver both financial efficiency and reduce our carbon footprint. This will involve commissioning interventions to incentivise providers to deliver efficiencies, flexibility where appropriate from resource allocation models used in our local market.

Is any of the proposals within this theme a continuation of a previous medium-term financial plan saving?

No Yes

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

Budget Proposal	Year of assessment	Budget Reference
ASS-14 – Better Care Fund Inflation	2023	ASS01
ASS-17 – Mental Health /AWP integration	2023	ASS10

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

These have been updated and reviewed and where equality impacts have been identified, the revised savings proposals modified, e.g., AWP proposal will not impact on service delivery.

2. Customer equality impact summary

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

Budget Proposal	Equality Impacts – Please consider any potential equalities impacts based on the protected groups below. Please answer High (H), Medium (M), Low (L) or None (N)										Positive (+) or Negative(-)
	Disabled People, including those who are neurodiverse	Race	Men or Women, including those who are pregnant	Sexual Orientation	People on a low income	Age	Religion or belief or none	Marriage or civil partnership	Gender reassignment	Other, for example parents, carers or the Armed Forces. *	
ASS08	H	L	N	N	N	N	N	N	N		+
ASS11	N	N	N	N	N	N	N	N	N		
ASS12	H	N	N	N	H	H	N	N	N		+
ASS14	N	N	N	N	N	N	N	N	N		
ASS17	N	N	N	N	N	N	N	N	N		
ASS18	L	N	N	N	N	L	N	N	N		+/-

3. Explanation of customer impact

ASS08- Care in the Community

Commissioning arrangements for Learning Disability and Mental Health Services - return to NSC/local provision.

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 and support 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, and care provision situated within the local area also has a positive impact on parent carers, including their health and wellbeing.

ASS11- All directorate

Review future specific grants - Housing and Social Care

There are no equality impacts identified as a result of this proposal.

ASS12 - Care in the Community

Improved debt collections/recovery. Supported by advice from Voluntary Sector

Positive proactive support on debt management and support with grant and benefits to support charge recovery will be a positive outcome during this cost-of-living crisis. This will benefit all groups but particularly older people, disabled people, and those on a low income.

ASS14 - All directorate

Better Care Fund - Inflation on adult protection element - contribution to increased costs

This proposal is a technical financial adjustment so there are no impacts anticipated.

ASS17 - Mental Health

Mental Health delivery & AWP integration.

Organisational changes are not anticipated to have any equality impacts.

ASS18 - Care in the Community

Implementation of home care resourcing to optimise planned activity.

Optimising home care delivery will increase capacity available and reduce any delays on package delivery which will be positive, to optimise aggregated delivery may require individual compromise on time of delivery of care which may have some individual dissatisfaction, these will have most impact on older or disabled people, where care interventions may be most time sensitive. Any changes will be discussed with those effected by any changes.

Please describe how you will communicate these changes to your customers

We will communicate with those effected by any of the proposals listed to ensure they are aware of any impact. It is anticipated that all savings, apart from ASS18 will have a positive impact.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

None

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed? No Yes

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

During 2024/25 as each project is implemented a separate Equality Impact Assessment will be completed.

Service Manager:

Gerald Hunt

Date:

19 January 2024