

2025/26 Budget Equality Impact Assessment

1. The Project

Directorate:	Place
Theme or area:	Community Safety
Lead Officer:	Howard Pothecary
Date:	24 November 2024

Budget Reference	Budget Proposal	2025/26 Budget reduction (£)	2026/27 Budget reduction (£)	2027/28 Budget reduction (£)
PD16	Reduce Start to Finish service to remove revenue funding	£39,000		

Description of the project:

Start to Finish supports individuals within North Somerset who have been through the Criminal Justice System and have a range of complex needs. Start to Finish workers support up to 15 individuals each to improve opportunities and reduce re-offending by working with them to:

- help build their confidence
- support positive change
- encourage self-identification of positive skills and qualities
- find financial stability
- reduce reoffending.

Referred individuals are allocated a Start to Finish Worker who will complete an assessment, identifying their needs, develop a plan and work with them to address their needs. Support will be on a one-to-one basis, helping to explore opportunities including: health and wellbeing support, access and substance misuse support, appropriate accommodation, reconnecting or improving relationships with family and friends, support in relation to finance, benefits, and debt issues and education, training, and employment.

Summary of changes:

This proposal will see a reduction in the Start to Finish service from 4 Full Time positions to 3 Full Time positions.

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

No

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

Budget Proposal	Year of assessment	Budget Reference

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 changes proposed in this project have a disproportionate impact (or bias) for 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, - = Negative

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the 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
People who are LGBTQ+				X		
People on a low income				X		
People in particular age groups			X			X
People in particular faith groups				X		
People who are married or in a civil partnership				X		
People who are undergoing gender reassignment				X		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents.		X				
Please specify: Current and recent offenders						

3. Explanation of customer impact

In a 12 month period, where the Start to Finish service would support 120 individuals between 4 workers, the service will now be supporting around 90 individuals between 3 workers. Of the 30 individuals no longer supported:

- 95% male, 5% female
- 40% are aged 18-30 whilst 40% aged 31-45 at time of referral
- 50% are homeless at time of referral
- 90% have mental health (diagnosed or undiagnosed) mentioned on referral
- 70% are currently using drug or alcohol to manage daily life

The service will continue with a reduction in the capacity of current/recent offenders the team can support.

Please describe how you will communicate these changes to those impacted.

We will redistribute clients across the wider Start to Finish service.

4. Staff equality impact summary

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

Explanation of staff impact

There will be a reduction in size of team from 4 FTE to 3FTE.

There is 1FTE post that is currently vacant and we therefore propose to remove this post from our structure and keep the remaining 3 FTE staff members in their existing roles.

The remaining 3FTE are all grant funded (3 separate grants) so their continuation is dependent on North Somerset Council continuing to receive these grants.

5. Cumulative equality impacts

Is this project linked to or likely to have an impact on any other service areas?

No obvious direct impact linked to proposed council budget savings although indirectly will reduce the collective multi-agency support offer for individuals who have committed crime and we wish to reduce the likelihood of them reoffending.

These individuals could therefore potentially present an increased demand issue on other support/enforcement services such as Housing/Community Safety for example.

6. Action Plan

Are there any further actions that should be taken because of this Equality Impact Assessment?

Issue Identified	Planned Action	Lead Officer	Time for review
Reduced capacity to allocate referred individuals	Review criteria of referrals into the service to manage number of referrals qualifying for allocation.	Clair Sandilands	April 25

7. Review and Sign Off

Service Manager Review

Insert any service manager comments here.

Communication has already been completed with staff members impacted.

Plans are being put in place for how we best limit the impact of reduced staffing in the future. This is likely to include a stricter triage for who we do and do not engage with in the service to ensure we prioritise those most in need.

Is a further detailed equality impact assessment needed?

Yes

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

January 2025

Service Manager:

Howard Potheary

Date:

25 November 2024