

DRAFT Initial Budget Equality Impact Assessment

1. The Project

Directorate: Healthy and Sustainable Communities

Theme or area: Public Health investment in outcome delivery

Lead Officer: Matt Lenny

Date: 3 December 2025

Budget Reference	Budget Proposal	Budget reduction (£)		
		2026/27	2027/28	2028/29
HSC01	Review and reduce project related spend within core public health offer although given the Public Health ring-fence we would re-invest in realignment related and evidenced based Public Health activity across the council.	£60,000	£70,000	
HSC02	Reduce value of Public Health contract spend by target figure e.g. 5% when working up procurement/providing options from baseline. Any efficiencies from 2026/2027 would be used to support Children's Services related outcomes through realignment mechanisms or joint commissioning.	£32,000	£185,000	

Description of the project:

North Somerset Council has a number of public health responsibilities given to us by the Department of Health and Social Care and the Public Health Grant is allocated to each local authority to achieve those outcomes.

That resource is invested in a range of programmes and methods of achieving benefit including staffing, direct service provision, commissioning of external providers and investment in partnership working. Within the public health grant we invest in several other Council teams and services that deliver public health outcomes, primarily children's and adults focused services and support.

We expect to receive a three-year public health grant settlement in late 2025 or early 2026 which will help to confirm our budget plans over a longer period and provide more stability for commissioning plans and directly provided services and support.

This ambition relates to maximising efficiency in delivery of funded services, particularly where we can integrate support to provide better outcomes and more effective delivery.

At this stage, we do not have a detailed plan for how budgets can be released into other service delivery within the Council for 2026/27 but this will focus on a combination of a review of commissioning responsibilities, efficiencies in programme delivery and main or special grant increases in income. The target for next year represents less than 1% of the total grant so is a reasonable assumption of efficiency gains that should be possible.

Summary of changes:

The detail of the proposal is not yet clear, because we are dependent on the overall funding envelope but however those proposals emerge, any resources will be reinvested in public health outcome delivery, with a focus on prevention and tackling inequalities. The aim will be to protect and where possible enhance frontline delivery.

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

Yes 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?

Not applicable. New assessment required.

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

Note these scores are given before detailed proposals have been assessed.

Protected or significant group	Impact Level				Impact type	
	H	M	L	N	+	-
Disabled people (Including the consideration of neurodiversity)				X		
People from different ethnic groups				X		
Men or women (including those who are pregnant or on maternity leave)				X		
People who are LGBTQ+				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		
People who are undergoing gender reassignment				X		
Other significant groups, for example: Armed Forces Community, care experienced young people, carers, parents. Please specify:				X		

3. Explanation of customer impact

No impact rating has been given at this stage as the proposal is around a direction of travel to enhance investment in the delivery of public health outcomes through other teams in the Council but details will only emerge after the budget envelope has been confirmed through the national grant award.

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

When national funding decisions emerge, the relevant teams will be engaged in the future spending plans for public health outcomes. This will include assessment of any relevant impacts/risks and opportunities to secure outcome improvements.

4. Staff equality impact summary

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

Explanation of staff impact

The aim is to protect frontline delivery but no detailed proposals will exist until budgets are confirmed from DHSC.

5. Cumulative equality impacts

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

No links identified at this stage.

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

7. Review and Sign Off

Service Manager Review

Insert any service manager comments here.

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Is a further detailed equality impact assessment needed?

Yes

No

Please note that if this assessment indicates a potential 'medium' or 'high' impact on any protected or significant group a further, more detailed assessment will be required.

This will be reassessed when details of the programme are confirmed.

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

<< date >>

Service Manager:

Matt Lenny

Date:

5 December 2025