

Annex 3

Equality Impacts of 2024 to 2025 Budget Proposals

1. Introduction and legal background

- a. This report outlines how the impacts of the Council's budget proposals are being considered within the context of the Equality Act 2010¹ The Act makes it unlawful to discriminate directly or indirectly against an individual because of certain personal characteristics ('protected characteristics'). The Act also requires that equality issues are considered by public bodies as part of decision making, especially where services are reduced or redesigned.
- b. Failure to undertake proportionate Equality Analysis (Equality Impact Assessment) could present risks of legal challenge to the Council for failing to pay due regard to its Public Sector Equality Duty² . Courts have held that a local authority has to show they have consciously addressed their mind to the duty and actively considered any new plan or policy in light of the potential impact it may have on particular protected groups.

2. Bath and North East Somerset background

- a. The results of the Census 2021 have been collated and presented via the Strategic Evidence Base; this is available for public access.
- b. Bath and North East Somerset is a diverse area which includes the City of Bath as well as vibrant towns, villages and rural communities. The latest population 2021 United Kingdom Census shows there is an estimated 193,400 residents in B&NES an increase of 9.9% since 2011.
- c. Bath & North East Somerset Council covers approximately 135 square miles. Bath is the largest urban settlement in the area, acting as the commercial and recreational centre of the district. It is home to just over 50% of the B&NES population and is a UNESCO World Heritage Site.
- d. The Ethnicity data from the 2021 Census informs us that 85.6 % (165,409) of people in B&NES identify as White British, compared with 90.1% in 2011. The next largest ethnic group is White Other with 5.75% (11,114) of the of the population. There is an increase of people from all ethnic categories apart from Black, Black British, Caribbean. The area has become more diverse since 2011 with 8.6% of people from a variety of ethnic groups including from the following groups:
 - Chinese (2089 people) 1%
 - Other Asian (1876 people) 0.9%
 - Asian (Indian): (1787 people) 0.9%
 - Mixed white and Asian (1846 people) 0.9%
 - Mixed white and Caribbean (1505 people) 0.7%
 - Black British African (980 people) 0.5%
 - Black Caribbean (672 people) 0.3%

¹ <https://www.legislation.gov.uk/ukpga/2010/15/contents>

² <https://www.legislation.gov.uk/uksi/2011/2260/contents/made>

- e. The 9.9% increase in the size of the population (from an estimated 176,016) to an estimated 193,400 is higher than the overall increase for England (6.6%) and the South West (7.8%). This growth has come from a combination of increasing student numbers at the two Universities and an increasing number of new housing developments.
- f. As of 2021, B&NES is the 11th most densely populated local authority in the South West; since 2011 there has been a 17.5% increase in people aged 65 years and over in B&NES, lower than the national increase of 20.1%. We have also seen an increase of 8.2% in people aged 15-64 years and an increase of 7.6% in children under 15 years.
- g. The 2021 Census data indicates that 16.5% (31,778) of people in B&NES identify as Disabled.
- h. Despite being an area with generally good health and low crime, there is significant variation within the area. Compared with the most affluent communities in the area, the most deprived communities experience a range of inequalities and poorer life outcomes. Bath and North East Somerset is ranked 269 out of 317 Local Authorities in England for overall deprivation, making it one of the least deprived in the country, however two areas are within the most deprived 10% nationally.

3. Actions to date

- a. As part of the Council's equality analysis process, Directors (and their officers with delegated responsibilities) have considered their proposals from an equality perspective. Where available, these have been set out in a 2024/25 budget proposal template, with the high-level intentions outlined. The proposals describe what service redesign is being proposed and should identify if there will be impacts upon residents, employees and/or service users.
- b. This document highlights those individual proposals where Directors have identified a potential impact, either positive or negative on residents, employees and or service users.
- c. This process aims to highlight if any of the proposals have the potential to have significant impacts upon service users, and if so, what actions, if any, could be taken to mitigate any unexpected or unintentional impacts.

4. Equality scrutiny process

- a. The PDS panel members have received a brief to support them to scrutinise the proposals from an equality perspective (see Appendix 1).

5. Savings proposals for 2024-25

- a. Across the Council, every attempt has been made to achieve efficiencies through service redesign, with minimum reduction in frontline services.
- b. It should be noted that a number of proposals refer and rely on income generation. This in itself has the potential to increase pressure on stretched teams and have indirect impacts to other parts of the service, particularly should the income generation not be realised.

- c. Regarding any equality impacts on staff, the council's Human Resources policies and procedures ensure there is full consultation and consideration of staffing matters and that employment-related equality issues are fully considered.

6. Detailed equality analysis

- a. The details of how the selected proposals will be implemented will follow in due course. It is recommended that a comprehensive and detailed equality analysis is carried out on some of the proposals as they are taken forward. This will help to ensure that opportunities to promote equality are identified, and any possible negative impacts or barriers for particular groups are considered, and where possible, mitigated.
- b. As above, regarding equality impacts on staff, the Council's Human Resources policies and procedures ensure there is full consultation and consideration of staffing matters and that employment-related equality issues are fully considered. Therefore, the focus here is largely on impacts upon service delivery and service users.
- c. The process has highlighted a number of proposals where there is a possibility of negative impact upon certain groups of people with protected characteristics and/or opportunities to promote equality. Each item is accompanied by an appropriate recommendation based on information available at time of drafting.
- d. The selected budget proposals, considerations and recommendations are listed below grouped in order of portfolio holder.

7. Table of portfolio holders holding budget proposals with potential impact

	Page
Adult Services – Cllr Alison Born	
• Social Care Package Review	5
• Health and Wellbeing Services	6
• Community Support Contracts part (1/2) – Prevention and Early Intervention in Adult Social Care Housing	7-8
• Community Support Contracts (part 2/2) – Prevention and Early Intervention in Adult Social Care	9
• Royal Victoria Park Leisure Facilities	10
Children’s Services – Cllr Paul May	
• Specialist Commissioning – Recommissioning Early Help Contract	11
• Specialist Commissioning – Integrated Commissioning Review	12
• Reprofiled Transformation Savings – Increase In-House Foster Carers	13
• Reduce Children’s Services Discretionary Spend – Family Reunification	14
Council Priorities and Delivery – Cllr Dave Wood	
• Being Our Best Programme	15
Neighbourhood Services – Cllr Tim Ball	
• Weekday Recycling Centre Efficiency Savings	16
Highways – Cllr Manda Rigby	
• Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Saltford.	17
• Parking Charges and Emissions Based Charging – Emission-based on street charges	18
• Parking Charges and Emissions Based Charging – Motorbike permits	19
• Parking Services Income Rebasing – Park & Ride fare increase and extended operating hours	20
Economic and Cultural Sustainable Development – Cllr Paul Roper	
• City and Town Centre Management Service Redesign – Service Redesign and Fees Increase for Events & Film Office, including Bath Christmas Market	21

8. Budget proposals that note a potential impact on people with protected characteristics.

Portfolio Holder: Cllr Alison Born

Adult Services Proposal: Social Care Package Review										
Precis: Review of statutory duties to ensure that the service offer meets eligible needs that are proportionate, adequate and cost effective.										
2024-25 budget proposal statement										
<ul style="list-style-type: none"> • Establish practice forums, practice guidance and process. • Establish clear pathways for funding requirements that are not the responsibility of Adult Social Care • Ensure that a robust reporting mechanism including the use of the councils IT systems is available. • Strengthen the role of commission to ensure that the best value options are known and that fees are negotiated in line with care cubed and national benchmarks. • Develop a training and resource pack for practitioners that focuses on best practice and positive outcomes for residents. • Demonstrating the directorates commitment to delivery of the peer review recommendations in readiness for CQC inspection. • Ensure that practice forums are a key element of the audit and assurance process for Adult Social Care through the ASC assurance board. 										
Considerations:										
<ul style="list-style-type: none"> ➤ There is no anticipated impact on people with protected characteristics as: <ul style="list-style-type: none"> • All People eligible for a service will still receive one and it will be compliant with statutory requirements. • service requirements will be assessed and met to comply with statutory requirements. Service users will continue to receive a social care package as per their identified needs. 										
Recommendation:										
<ul style="list-style-type: none"> ➤ Proportionate equality analysis should be carried out as part of the review and implementation process 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓								

Portfolio Holder: Cllr Alison Born

Public Health Proposal: Health and Wellbeing Services										
Precis: Move use of identified funding from Public Health services and programmes / projects to the delivery of other council services that also contribute to improving population health										
2024-25 budget proposal statement <i>'Reduction in number and scale of health improvement projects and programmes.'</i>										
Considerations: <ul style="list-style-type: none"> ➤ Allocations of the government Public Health Grant are made annually. ➤ Potential for reduction in capacity of commissioned public health services and number and scale of PH campaigns and projects to have negative impact on one or more equalities groups. However, such interventions are already focused on particular groups that experience poorer health outcomes. ➤ Mitigation – continue to ensure that services/projects/campaigns are focused on meeting needs of groups, including equalities groups, experiencing poorer health outcomes and greater barriers in accessing opportunities. 										
Recommendation: <ul style="list-style-type: none"> ➤ During implementation and through an ongoing review process, consider any knock-on effects of the other proposals where the focus is on reducing or removing events and facilities that promote or enhance health and welfare including social contact and activities, and / or where transfer of funding puts extra pressure on other stretched services. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓	✓			✓		✓	✓	✓

Portfolio Holder: Alison Born

Proposal: Community Support Contracts (part 1/2) – Prevention and Early Intervention in Adult Social Care Housing

Precis: Deliver savings through efficiencies from services and disinvesting in several prevention and early intervention and accommodation services.

2024-25 budget proposal statement:

“Review and recommission community support contracts”

Considerations:

- Women – reductions in support to avoid homelessness with disproportionately and negatively impact women as they are over-represented in statutory homelessness applications.
- Men – reduction in rough sleeper support will negatively impact men as they are over represented as rough sleepers.
- Women – female rough sleepers often have higher levels of complexity in their rough sleeping than men and have more difficulty resolving their homelessness.
- Pregnancy & maternity – Families with pregnant woman who present as homeless could face longer periods in temporary accommodation due to reduced support to move on.
- All – any extended waiting period for pregnant women will increase others’ waiting time in B&B or hotel accommodation.
- Disabled people - Reduction in support will impact on the likelihood of homelessness compounding their disability and vice versa. This is particularly relevant to homeless people who are neurodiverse.
- Disabled people - Increased homelessness levels are likely to include people with mental ill health who cannot always access healthcare.
- Race - Decommissioning the only dedicated service in B&NES would directly negatively impact Gypsy & traveller households.
- Age - Young people experiencing conflict at home will not be able to access preventative mediation services.
- Age - Reduction of supported accommodation for 18-25s will increase difficulties in preventing homelessness and will have knock on impact on ability to find training & employment opportunities.

- Overall, it is likely that there will be an increase in demand for statutory services and spend on formal care.

Recommendation:

- Complete detailed Equality Impact Assessment on each of the services referenced and affected by this savings proposal.
- Consider where people with protected characteristics may be disproportionately negatively impacted.
- Consider the cumulative impact re financial implications of increased demand in statutory services and formal care provision.
- Consider knock-on effects across statutory services and community effects.
- Consider health and wellbeing implications across all protected characteristics.
- Carry out inclusive consultation

All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio-economic
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5

Portfolio Holder – Cllr Alison Born

Adult Services Proposal: Community Support Contracts (part 2/2) – Prevention and Early Intervention in Adult Social Care										
Precis: Deliver savings through efficiencies from services and disinvesting in several prevention and early intervention services.										
2024-25 budget proposal statement The proposal is twofold: <ul style="list-style-type: none"> • Deliver savings through more efficient provision of community based and accommodation-based support for older people, people with learning disabilities, sensory impairment and mental health related needs, people from ethnic minorities. • Disinvest in several prevention and early intervention services providing low level support to older people and people with mental health related needs. Community based and accommodation-based services focused on prevention and early intervention would be provided in a more efficient way, including capping volume and spend where necessary 										
Considerations: <ul style="list-style-type: none"> • Some types of low-level support for older people and people with mental health related needs would be stopped to enable available budgets to be prioritised on meeting statutory needs under the Care Act 2014. • People on the edge of formal care may require a higher level of support which often costs more. • Providers handing back services and contracts to the council. • Prevention and early intervention offer from third sector in B&NES reduced and destabilised. 										
Recommendation: <ul style="list-style-type: none"> ➤ Detailed equality analysis should be carried out as part of the review and implementation process. ➤ During implementation and through an ongoing review process, consider any knock-on effects on vulnerable people when reducing or removing service provision. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓								✓

Portfolio Holder – Cllr Alison Born

Proposal: Royal Victoria Park Leisure Facilities										
Precis: Increased income from RVP Leisure Facilities through new 20-year contract and lease										
2024-25 budget proposal statement: <i>'New contract in place for the operation of the leisure facilities in RVP including tennis courts, adventure golf, events spaces and café. Increase usage and improved facilities.'</i>										
Considerations:										
<ul style="list-style-type: none"> ➤ Although an exciting opportunity to improve facilities for residents, change may provoke negative feedback, particularly from existing customers of the existing tenants. This will need support from Comms Team and community engagement. ➤ Potential operators will need to demonstrate how their proposals support the Council's required outcomes. 										
Recommendation:										
<ul style="list-style-type: none"> ➤ Complete a detailed Equality Impact Assessment as part of the process of commissioning a new service and to demonstrate consideration for people with protected characteristics. ➤ Carry out inclusive consultation. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
✓										

Portfolio Holder: Cllr Paul May

Children and Young People Proposal: Specialist Commissioning – Recommissioning Early Help Contract										
Precis: The Early Help review is considering what is needed from current provision and what may need to be changed or stopped or delivered in a different way.										
2024-25 budget proposal statement: <i>The review will ensure our we develop services in line with strategic aims and our changing population needs to ensure improved experiences and outcomes for families.</i>										
Considerations: <ul style="list-style-type: none"> ➤ Insufficient provision of preventative services resulting in a higher demand for statutory services ➤ People with protected characteristics at risk of needs not being identified and met. 										
Recommendation: <ul style="list-style-type: none"> ➤ Complete a detailed EqIA considering where people with protected characteristics may be more impacted than others (see below). Determine whether people from particular groups are disproportionately more likely to benefit from preventative services therefore reducing the need for statutory services. ➤ Consultation, including with Independent Equality Advisory Group (IEAG). 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓			✓	✓		✓		✓

Portfolio Holder: Cllr Paul May

Proposal: Specialist Commissioning – Integrated Commissioning Review										
Precis: Renegotiation of contracted services for Children Looked After.										
2024-25 budget proposal statement: <ol style="list-style-type: none"> 1. Review of all high-cost placements (monthly) 2. Review all accommodation and support placements (ongoing) 3. Review all leaving care placements (ongoing) 										
Considerations: <ul style="list-style-type: none"> ➤ Risk that B&NES will not offer competitive or comparative prices and lose ability to deliver statutory duties. ➤ Cumulative effect on service delivery for children and young people. ➤ Not being able to find placements for Children Looked After. ➤ Providers will hand in notice of contract, potentially leading to sourcing more expensive placements. 										
Recommendation: <ul style="list-style-type: none"> ➤ Review and update the detailed Equality Impact Assessment as an ongoing process to consider the impact of decisions and service delivery for people with protected characteristics. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓				✓		✓		✓

Portfolio Holder: Cllr Paul May

Proposal: Reprofiled Transformation Savings – Increase In-House Foster Carers
Precis: To implement strategies to increase the number of in-house foster carers thus reducing costs.
2024-25 budget proposal statement: <i>‘Increased number of fostering households in B&NES, reduced reliance on independent fostering agency placements and or residential provision’.</i>
Considerations: ➤ Positive impact anticipated for people with protected characteristics (both foster carers and Children/Young People Looked After.
Recommendation: ➤ Review and update the detailed Equality Impact Assessment as an ongoing process to consider the impact of decisions and service delivery for people with protected characteristics.

All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓	✓			✓	✓	✓	✓	✓

Portfolio Holder: Cllr Paul May

Proposal: Reduce Children’s Services Discretionary Spend – Family Reunification										
Precis: The implementation of plans to safely reintroduce Children Looked After back into their family home.										
2024-25 budget proposal statement: <i>‘This project is delivering a managed approach to returning children home, for those children and their families who have been identified as being able to be reunified. The Local Authority has developed a framework with support from Barnardo’s. By having a framework, we plan to increase the number of children returning to the care of their families and experiencing positive outcomes.’</i>										
Considerations: <ul style="list-style-type: none"> ➤ Children and young people often leave care to return home of their own accord, this framework offers an alternative option whilst continuing to offer safeguarding support from the LA. ➤ Children and Young People could be placed at increased safeguarding risk by returning to unsafe environments. 										
Recommendation: <ul style="list-style-type: none"> ➤ Complete a detailed EqIA considering where people with protected characteristics may be more impacted than others (see below). Determine whether people from particular groups are disproportionately more likely to benefit or not from this practice. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓	✓			✓		✓	✓	✓

Portfolio Holder: Cllr Dave Wood

Human Resources Proposal: Being Our Best Programme										
Precis: An in-depth staffing structure review to shape services and identify savings led by the HR&OD team alongside an external organisation (Korn Ferry).										
2024-25 budget proposal statement: <i>This programme impacts every element of the council’s activity and involves every employee too. We are deeply ambitious for the future and want to ensure that more people benefit from the incredible potential that our region has to offer. We recognise that this can only be done if we address those challenges that hold us back internally, and feedback from staff surveys have helped inform the areas in which we need to improve.</i> <i>The programme will be managed centrally involving all areas of the business. The Being Our Best Programme has three key strands:</i> <ul style="list-style-type: none"> • <i>Great Jobs</i> • <i>Better Structures, and a</i> • <i>Culture of Excellence</i> 										
Considerations: <ul style="list-style-type: none"> ➤ The equality profile of B&NES employees is likely to change and there is a risk of disproportionate impact on certain people or groups with protected characteristics. ➤ All proposals including timescales are subject to consultation with staff and trades unions so may change. ➤ The process will follow the Council’s Equality, pay policies and organisational change policies. 										
Recommendation: <ul style="list-style-type: none"> ➤ Complete an ongoing detailed Equality Impact Assessment as part of the process of the Being Our Best Programme to demonstrate consideration, and to reduce risks of discrimination, for people with protected characteristics. ➤ Consider further ways to enhance the equalities profile of the workforce. A more diverse workforce will have wider benefits including attracting & retaining talent through recruitment processes. ➤ Implement strategies to improve equalities profile reporting for all. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
✓										

Portfolio Holder: Cllr Tim Ball

Place Management Proposal: Weekday Recycling Centre Efficiency Savings										
Precis: 'Close Bath and Welton recycling centres on alternate days over a fortnightly reference period.'										
2024-25 budget proposal statement: 'Closure of Bath/ Welton on alternate days (timetable TBC), reducing required staff time and subsequently reduction in use of agency staff cover throughout service. Both sites operate booking system, so less available slots for residents.'										
Considerations:										
<ul style="list-style-type: none"> ➤ Potential challenges for travel and accessibility on certain days for people with protected characteristics ➤ Conflicts with other projects/services Journey to Net Zero, CAZ & Active Travel as this could increase transport to the only available centre from Somer Valley and Bath to Keynsham. ➤ Rural vs Urban disadvantages - Potential for increase in petrol costs to travel to other sites which could adversely affect poorer communities – e.g., Radstock area of deprivation. 										
Recommendation:										
<ul style="list-style-type: none"> ➤ Complete a detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others (see below). Determine whether people from particular groups are disproportionately more likely to benefit or not from this practice. ➤ Consider the cumulative impact re cost of access to this service to residents particularly to Disabled people. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
		✓								✓

Portfolio Holder: Cllr Manda Rigby

Transport Proposal: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Saltford.										
Precis: Increase in emissions-based parking in B&NES car parks										
2024-25 budget proposal statement: <i>'To continue to incentivise behaviour change and improve air quality following the successful introduction of emission-based pay and display charges in B&NES car parks and for residents parking permits.'</i>										
Considerations:										
<ul style="list-style-type: none"> ➤ Socio-economic disadvantage, people on lower incomes are more likely to have older cars with higher emissions. Radstock in an area of deprivation. ➤ Families with larger cars are likely to have higher emissions-based cars (ethnic minority groups, religion/belief, children and young people may all be impacted from accessing the city). ➤ Foreign cars will be charged at the higher rate due to a lack of access to data on their emissions. ➤ Women on maternity leave may have reduced income and need to access health services in the area. ➤ Night-time security risks for those who feel or are more vulnerable including women, LGBTQ+ community, older people. ➤ Many disabled people do not have a blue badge but need ease of access to facilities, including health services, so could be impacted. ➤ Wider implications for the economy as people may choose to go elsewhere. ➤ Consider wider implications such as rurality and public transport availability and mitigations. ➤ Positive: Improved air quality for all residents. 										
Recommendation:										
<ul style="list-style-type: none"> ➤ Review and update the detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others (see below). Determine whether people from particular groups are disproportionately more likely to benefit or not from this practice. ➤ Consider the cumulative impact re cost of access to this service to residents particularly to the above-mentioned groups of people with protected characteristics. ➤ Consider knock-on effects. ➤ Carry out inclusive consultation. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
✓										

Portfolio Holder: Cllr Manda Rigby

Proposal: Parking Charges and Emissions Based Charging – Emission-based on street charges

Precis: Introduction of emissions based on street Pay & Display parking in Bath.

2024-25 budget proposal statement:
'To link the emissions of vehicles to the level of parking charges paid at on street pay and display locations in Bath to encourage behaviour change and improve air quality following the successful introduction of emission-based P&D charges in Bath and for residents parking permits.'

- Considerations:**
- Socio-economic disadvantage, people on lower incomes are more likely to have older cars with higher emissions.
 - Families with larger cars are likely to have higher emissions-based cars (ethnic minority groups, religion/belief, children and young people may all be impacted from accessing the city).
 - Foreign cars will be charged at the higher rate due to a lack of access to data on their emissions.
 - Women on maternity leave may have reduced income and need to access health services in the area.
 - Many disabled people do not have a blue badge but need ease of access to facilities, including health services, so could be impacted.
 - Wider implications for the economy as people may choose to go elsewhere.
 - May displace visitors further out into residential areas that are not covered by a resident parking scheme, though this is a low risk as on street parking is typically of short-term duration.
 - Positive: Improved air quality for all residents.

- Recommendation:**
- Complete a detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others (see below). Determine whether people from particular groups are disproportionately more likely to benefit or not from this practice.
 - Consider the cumulative impact re cost of access for residents particularly to the above-mentioned groups of people with protected characteristics.
 - Consider knock-on effects.
 - Carry out inclusive consultation.

All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
✓										

Portfolio Holder: Cllr Manda Rigby

Proposal: Parking Charges and Emissions Based Charging – Motorbike permits
Precis: Motorbike users who have historically benefitted from free parking will be required to have a parking permit or will be charged emissions-based parking fees.
2024-25 budget proposal statement: <i>‘Income generated from the requirement of motorbikes to have valid permits in residential parking zones. To ensure that motorbikes parked on street in residential permit parking areas hold a valid permit, charged based on the emission of the vehicle. ’</i>
Considerations: <ul style="list-style-type: none"> ➤ Socio-economic disadvantage, motorbikes are a cheaper form of transport. ➤ Blue Badges cannot be displayed. ➤ Consider the profile of motorbike users who will be disproportionately impacted. ➤ Wider implications for the economy as people may choose to go elsewhere. ➤ Consider wider implications such as rurality and public transport availability and mitigations. ➤ May increase demand for improved parking options in car parks, resulting in cost increase. ➤ Is not consistent with national guidance as a more sustainable form of transport. ➤ Positive: Improved air quality for all residents, more parking spaces for residents.
Recommendation: <ul style="list-style-type: none"> ➤ Complete a detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others (see below). Determine whether people from particular groups are disproportionately more likely to benefit or not from this practice. ➤ Consider the cumulative impact re cost of access for residents particularly to the above-mentioned groups of people with protected characteristics. ➤ Consider knock-on effects. ➤ Carry out inclusive consultation

All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓				✓		✓		✓

Portfolio Holder: Cllr Manda Rigby

Proposal: Parking Services Income Rebasing – Park & Ride fare increase and extended operating hours

Precis:
Increase in fares for all users of the Park and Ride service and later operating times.

2024-25 budget proposal statement:
*Increase the Bath Park & Ride fares by 10p across the entire fare structure.
Increase operating hours of the P&R service to open later into the evening through key periods.*

- Considerations:**
- Cumulative impact of increased travel and or parking fees for certain groups of protected characteristics.
 - Although outside the Equality Act legislation, this may have a detrimental impact on people on low incomes/ who are at socio-economic disadvantage meaning inequality in access to culture/heritage/leisure activities) Potential marginalisation of the most vulnerable and people with protected characteristics).
 - There is a risk that FirstBus will increase contract costs and that the saving will be reduced, removed or prompt cost pressure as a result.
 - Positive: Improved night-time economy

- Recommendation:**
- Complete a proportionate Equality Impact Assessment to identify where the proposal contributes to any possible cumulative impact re reduction of provision of local services to residents, particularly to those people on low income and with protected characteristics.
 - Consider knock-on effects.
 - Carry out inclusive consultation

All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
	✓	✓			✓	✓		✓		✓

Portfolio Holder: Cllr Paul Roper

Proposal: City and Town Centre Management Service Redesign – Service Redesign and Fees Increase for Events & Film Office, including Bath Christmas Market										
Precis: To increase fees to events and film office, including charities who currently receive a reduction.										
2024-25 budget proposal statement: <i>‘Restructure the events and film office. Increase fees and charges by 15% to 17% for events and film office, including Bath Christmas Market. The 15% increase applies to charities, which may also have an adverse impact on these events being able to operate.’</i>										
Considerations:										
<ul style="list-style-type: none"> ➤ Whilst charities are afforded a 50% discount on the commercial rate for land hire for events, the 15% increase applies also to charities, which may have an adverse impact on these events being able to operate. ➤ The majority of charities are set up to support people with protected characteristics, consider the impact for people with protected characteristics for example: the following people with protected characteristics may have fewer opportunities to access free or low cost events/activities, children in receipt of free school meals, low income households, larger families (religion/faith, ethnicity), elderly/retired, pregnant or on maternity leave in receipt of only statutory maternity pay, Disabled people, ethnic minorities more likely to be on lower incomes. ➤ Risk of unaffordable events – exclusion for people living with socio-economic disadvantage. ➤ May impact on Council’s ability to comply with the Public Sector Equality Duty to foster good relations between persons who share a relevant protected characteristic and persons who do not share it. ➤ The increase in land hire fees could have a knock-on impact on the costs for event organisations and film production companies, which in turn could stop holding events/films in B&NES; this would have an impact on the income of other services, which events and film productions rely, i.e. highways, parking services, licencing and heritage/corporate estate. 										
Recommendation:										
<ul style="list-style-type: none"> ➤ Complete a detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others. 										
All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic
✓										

9. Cumulative impacts

- a. Budget proposals have the potential to impact on people across the full range of protected characteristics. In addition, whilst considerations of socio-economic status are not a requirement of the Equality Act public sector duty, the impact of cost of living increases and other financial pressures is an important focus for the Council and its partners.
- b. Financial decisions need to be made with consideration for the unintended effects of budget proposals. The cumulative impact identifies that people may be affected multiple times, by different policies and service changes. i.e., the impact of all the proposals on Disabled people should be viewed together rather than only through the lens of an individual proposal.

10. The socio-economic context

- a. It should be noted that the council aims to ensure that services were protected from reductions as much as possible during this budget setting process. However, with year-on-year savings we must balance the due regard duty and the longer-term effects on frontline services that provide support to vulnerable service users as well as those with protected characteristics, particularly those people who may be less able to cope with service changes.
- b. Services users and residents are facing changes from services other than the council, in Bath & North East Somerset this includes some proposals for significant changes to public transport availability. We are mindful that the council budget setting process forms only one part of the challenges that will face our residents over the coming years relating to the economic and cost of living crisis.
- c. Although socio-economic status is not a protected characteristic, this report notes that even relatively modest cost increases for services can have a substantial impact on the lives of households with low income. These households can often be more reliant on a range of public services; the cumulative impacts of multiple small cuts, increases in charges, travel times or costs can represent a significant barrier to accessing services for those on low incomes. This can impact on some peoples' ability/availability for work, thus keeping them in a cycle of limited opportunity to increase the household income.
- d. Ongoing tightening of eligibility thresholds for example for some health and social care provision, sometimes reducing to statutory provision only may cause unexpected consequences for other services, voluntary and community organisations where capacity is already stretched.

11. Council-wide mitigating action

- a. Bath and North East Somerset Council is committed to addressing any potential negative impacts on people with protected characteristics.
- b. Responsible officers will carry out proportionate equality analysis including equality impact assessment to ensure it has demonstrated due regard to the requirements of the

Equality Act 2010. Any consultation carried out on these will aim to reach a variety of people including and especially those who are likely to use the service and who may be affected by any changes.

- c. Undertake regular review of equality analysis and will update documentation as new information becomes available. Responsible officers will ensure that monitoring and analysis is carried out during implementation of proposals; this will be used to identify and develop further mitigations for any unexpected consequences of service changes. Individuals and groups who use services will be encouraged to give feedback on the revised services.
- d. Impacts identified throughout the process along with any monitoring information will be available to inform the following year's budget process.

12. Where specific protected characteristics have been highlighted in initial screening:

Religion and Belief
<p>The Equality Act 2010 states you must not be discriminated against because:</p> <ul style="list-style-type: none"> • you are (or are not) of a particular religion • you hold (or do not hold) a particular philosophical belief • someone thinks you are of a particular religion or hold a particular belief (this is known as discrimination by perception) • you are connected to someone who has a religion or belief (this is known as discrimination by association) <p>In the Equality Act religion or belief can mean any religion, for example an organised religion like Christianity, Judaism, Islam or Buddhism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system. The Equality Act also covers non-belief or a lack of religion or belief.</p>
Potential equality impact:
<ul style="list-style-type: none"> ➤ Highways: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Saltford. ➤ Highways: Parking Charges and Emissions Based Charging – Emission-based on street charges
<p>Across the Budget proposals the initial impact assessments have highlighted potential impacts on individuals in relation to religion and belief especially for emissions-based parking charges which may adversely impact larger families and people accessing their chosen place of worship or meeting place.</p>

Age	
<p>The Equality Act 2010 states that you must not be discriminated against because:</p> <ul style="list-style-type: none"> • you are (or are not) a certain age or in a certain age group • someone thinks you are (or are not) a specific age or age group, this is known as discrimination by perception • you are connected to someone of a specific age or age group, this is known as discrimination by association 	
Potential equality impact:	
<ul style="list-style-type: none"> ➤ Adult Services: Social Care Package Review ➤ Adult Services: Health and Wellbeing Services ➤ Adult Services: Community Support Contracts (part 1/2) – Prevention and Early Intervention in Adult Social Care Housing ➤ Adult Services: Community Support Contracts (part 2/2) – Prevention and Early Intervention in Adult Social Care ➤ Adult Services: Royal Victoria Park Leisure Facilities ➤ Children’s Services: Specialist Commissioning – Recommissioning Early Help Contract ➤ Children’s Services: Specialist Commissioning – Integrated Commissioning Review ➤ Children’s Services: Reprofiled Transformation Savings – Increase In-House Foster Carers ➤ Children’s Services: Reduce Children’s Services Discretionary Spend – Family Reunification 	<ul style="list-style-type: none"> ➤ Council Priorities and Delivery: Being Our Best Programme ➤ Highways: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Salford. ➤ Highways: Parking Charges and Emissions Based Charging – Emission-based on street charges. ➤ Highways: Parking Charges and Emissions Based Charging – Motorbike permits ➤ Highways: Parking Services Income Rebasing – Park & Ride fare increase and extended operating hours ➤ Economic and Cultural Sustainable Development: City and Town Centre Management Service Redesign – Service Redesign and Fees Increase for Events & Film Office, including Bath Christmas Market
<p>Many people who rely on access to public services will either be children and young people or elderly who also have low socio-economic status. The cumulative impact of multiple changes to service delivery and increased fares is likely to disadvantage younger and older people.</p>	
<p>The individual service EqIAs will address these issues and will develop mitigations as the proposals are developed and will review these during implementation.</p>	

Sex
<p>The Equality Act 2010 states you must not be discriminated against because:</p> <ul style="list-style-type: none"> •you are (or are not) a particular sex •someone thinks you are the opposite sex (this is known as discrimination by perception) •you are connected to someone of a particular sex (this is known as discrimination by association) In the Equality Act, sex can mean either male or female, or a group of people like men or boys, or women or girls.
Potential equality impact:
<ul style="list-style-type: none"> ➤ Adult Services: Social Care Package Review ➤ Adult Services: Health and Wellbeing Services ➤ Adult Services: Community Support Contracts (part 1/2) – Prevention and Early Intervention in Adult Social Care Housing ➤ Adult Services: Community Support Contracts (part 2/2) – Prevention and Early Intervention in Adult Social Care ➤ Adult Services: Royal Victoria Park Leisure Facilities ➤ Children’s Services: Specialist Commissioning – Recommissioning Early Help Contract ➤ Children’s Services: Specialist Commissioning – Integrated Commissioning Review ➤ Children’s Services: Reprofiled Transformation Savings – Increase In-House Foster Carers ➤ Children’s Services: Reduce Children’s Services Discretionary Spend – Family Reunification ➤ Council Priorities and Delivery: Being Our Best Programme ➤ Highways: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Saltford. ➤ Highways: Parking Charges and Emissions Based Charging – Emission-based on street charges. ➤ Highways: Parking Charges and Emissions Based Charging – Motorbike permits ➤ Highways: Parking Services Income Rebasing – Park & Ride fare increase and extended operating hours
<p>Across the Budget proposals the initial impact assessments have highlighted potential impacts on individuals in relation to sex. Data informs us that boys are more likely to be looked after children.</p> <p>The increase in parking charges could disadvantage people based on their sex, women may feel vulnerable if they cannot access safe spaces to park.</p>
<p>The individual service EqIAs will address these issues and will develop mitigations as the proposals are developed and will review these during implementation.</p>

Gender Reassignment
The Equality Act 2010 states that you must not be discriminated against because you are transsexual, when your gender identity is different from the gender assigned to you when you were born.
Potential equality impact:
<ul style="list-style-type: none"> ➤ Adult Services: Health and Wellbeing Services ➤ Adult Services: Royal Victoria Park Leisure Facilities ➤ Council Priorities and Delivery: Being Our Best Programme ➤ Highways: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Saltford. ➤ Highways: Parking Charges and Emissions Based Charging – Emission-based on street charges.
Across the Budget proposals the initial impact assessments have highlighted potential impacts on individuals in relation to gender reassignment especially for the impact on mental and physical health and wellbeing.
The individual service EqIAs will address these issues and will develop mitigations as the proposals are developed and will review these during implementation.

Marriage/Civil Partnership
<p>The Equality Act states you must not be discriminated against in employment because you are married or in a civil partnership. In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex or opposite sex. People do not have this characteristic if they are:</p> <ul style="list-style-type: none"> • single • living with someone as a couple neither married nor civil partners • engaged to be married but not married • divorced or a person whose civil partnership has been dissolved
Potential equality impact:
Across the Budget proposals the initial impact assessments have not highlighted any negative impacts on individuals in relation to marriage or civil partnership

Pregnancy & Maternity
Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Potential equality impact:
<ul style="list-style-type: none"> ➤ Adult Services: Community Support Contracts (part 1/2) – Prevention and Early Intervention in Adult Social Care Housing ➤ Adult Services: Community Support Contracts (part 2/2) – Prevention and Early Intervention in Adult Social Care ➤ Adult Services: Health and Wellbeing Services ➤ Children’s Services: Specialist Commissioning – Recommissioning Early Help Contract ➤ Council Priorities and Delivery: Being Our Best Programme ➤ Highways: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Salford. ➤ Highways: Parking Charges and Emissions Based Charging – Emission-based on street charges.
The individual service EqIAs will address these issues and will develop mitigations as the proposals are developed and will review these during implementation.

Sexual orientation
The Equality Act 2010 states you must not be discriminated against because: <ul style="list-style-type: none"> • you are heterosexual, gay, lesbian or bisexual • someone thinks you have a particular sexual orientation (this is known as discrimination by perception) • you are connected to someone who has a particular sexual orientation (this is known as discrimination by association) In the Equality Act, sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit.
Potential equality impact:
<ul style="list-style-type: none"> ➤ Adult Services: Health and Wellbeing Services ➤ Adult Services: Royal Victoria Park Leisure Facilities ➤ Children’s Services: Reprofiled Transformation Savings – Increase In-House Foster Carers

<ul style="list-style-type: none"> ➤ Children’s Services: Reduce Children’s Services Discretionary Spend – Family Reunification ➤ Council Priorities and Delivery: Being Our Best Programme
<p>The individual service EqIAs will address these issues and will develop mitigations as the proposals are developed and will review these during implementation.</p>

<p>Race/Ethnicity</p>
<p>The Equality Act 2010 states you must not be discriminated against because of your race. In the Equality Act, race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality.</p>
<p>Potential equality impact:</p>
<ul style="list-style-type: none"> ➤ Adult Services: Social Care Package Review ➤ Adult Services: Health and Wellbeing Services ➤ Adult Services: Community Support Contracts (part 1/2) – Prevention and Early Intervention in Adult Social Care Housing ➤ Adult Services: Community Support Contracts (part 2/2) – Prevention and Early Intervention in Adult Social Care ➤ Adult Services: Royal Victoria Park Leisure Facilities ➤ Children’s Services: Specialist Commissioning – Recommissioning Early Help Contract ➤ Children’s Services: Specialist Commissioning – Integrated Commissioning Review ➤ Children’s Services: Reprofiled Transformation Savings – Increase In-House Foster Carers ➤ Children’s Services: Reduce Children’s Services Discretionary Spend – Family Reunification ➤ Council Priorities and Delivery: Being Our Best Programme ➤ Highways: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Saltford. ➤ Highways: Parking Charges and Emissions Based Charging – Emission-based on street charges.
<p>There are risks that people may be disadvantaged due to their ethnicity, in particular with emissions-based parking charges. Ethnic minorities are more likely to be on lower incomes and have larger families so may not have access to compliant cars. Foreign cars will be charged at the highest rate due to a lack of data sharing structures.</p>

Disability

The Equality Act 2010 states that you must not be discriminated against because:

- you have a disability
- someone thinks you have a disability (this is known as discrimination by perception)
- you are connected to someone with a Disabled person (this is known as discrimination by association) It is not unlawful discrimination to treat a disabled person more favourably than a non-disabled person.

In the Equality Act a disability means a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities. You are covered by the Equality Act if you have a progressive condition like HIV, cancer or multiple sclerosis, even if you are currently able to carry out normal day to day activities. You are protected as soon as you are diagnosed with a progressive condition. You are also covered by the Equality Act if you had a disability in the past.

Potential equality impact:

- | | |
|---|---|
| <ul style="list-style-type: none">➤ Adult Services: Social Care Package Review➤ Adult Services: Health and Wellbeing Services➤ Adult Services: Community Support Contracts (part 1/2) – Prevention and Early Intervention in Adult Social Care Housing➤ Adult Services: Community Support Contracts (part 2/2) – Prevention and Early Intervention in Adult Social Care➤ Adult Services: Royal Victoria Park Leisure Facilities➤ Children’s Services: Specialist Commissioning – Recommissioning Early Help Contract➤ Children’s Services: Specialist Commissioning – Integrated Commissioning Review➤ Children’s Services: Reprofiled Transformation Savings – Increase In-House Foster Carers➤ Children’s Services: Reduce Children’s Services Discretionary Spend – Family Reunification➤ Council Priorities and Delivery: Being Our Best Programme | <ul style="list-style-type: none">➤ Highways: Parking Charges and Emissions Based Charging – Emissions based parking charges in Bath car parks, Radstock, MSN, Keynsham and Saltford.➤ Highways: Parking Charges and Emissions Based Charging – Emission-based on street charges.➤ Highways: Parking Charges and Emissions Based Charging – Motorbike permits➤ Highways: Parking Services Income Rebasing – Park & Ride fare increase and extended operating hours➤ Economic and Cultural Sustainable Development: City and Town Centre Management Service Redesign – Service Redesign and Fees Increase for Events & Film Office, including Bath Christmas Market |
|---|---|

There is a risk that proposals redesigning service delivery may impact on Disabled people including children and young people with special educational needs and disabilities. Not all Disabled people are blue badge holders but require ease of access to facilities including parking spaces. Cumulative impact of increased costs may result in disadvantage.

Specific equality analysis for proposals before and during implementation will address and mitigate where possible; ongoing monitoring will inform these mitigations.

13. Recommendations for implementation of accepted budget proposals

a. The following recommendations should be considered (as appropriate), to ensure that equality issues continue to be considered during the implementation stages.

b. **Full or proportionate equality impact assessments / equality analysis.**

This should be carried out on all proposals where initial reviews have revealed likely impacts upon particular groups of people due to their protected characteristics. EqIAs must be carried out at a formative stage so that the assessment is an integral part of the development of a proposal, not a later justification of a policy that has already been adopted. The assessment should form part of the proposal and should be considered before making the decision.

This enables the Council to demonstrate it has taken due regard to equality issues and has thoroughly considered how to meet the requirements of the Public Sector Equality Duty. The Council's Equality Impact Assessment template can be found on the Council's [EIA web pages](#), and support is available from the Equality Team in carrying out the assessments. Completed EIAs should be published on this web page.

c. **Inclusive consultation.**

Where consultation is required, it is vital that a diverse range of people are encouraged to take part. This will help to identify any additional equality impacts that may need to be addressed and mitigated where possible. A variety of methods should be used to access consultees with varying protected characteristics. The Independent Equality Advisory Group can be used as a consultative body, and will provide further guidance on likely impacts, and ways of mitigating these.

d. **Clear and transparent communication.**

It is important to ensure that the communication and publicity strategies about service changes are accessible to disabled people (for example, people with visual impairment or learning disability) and to those for whom English is an additional language. The Council has a commissioned interpreting and translation service to assist with this.

e. **Including equality issues within commissioning specifications.**

Where proposals include commissioning or recommissioning external providers, detailed equality requirements in line with public sector equality duty should be built into contract specifications. This will ensure that best practice relating to equality in delivery of services is continued and improved upon when delivered by external partners.

f. **Workforce training and development.**

A number of the budget proposals are dependent upon the ability of officers to recognise opportunities to advance equality (for example, within commissioning, or by targeting services towards those who are most vulnerable). It is also important that officers are aware of, and sensitive to, the particular needs of different groups of people. Equality training is available as part of the Corporate Training programme, and bespoke training can be arranged by the Council's Equality Team.

g. **Ongoing monitoring.**

Where services are subject to redesign, equality monitoring should be carried out to help identify if the service is operating as intended, if it is reaching and meeting the needs of our most vulnerable communities, and if there are any unforeseen impacts that need to be addressed. (In this instance the EqIA should be updated). See the Council's sample [equality monitoring template](#) for the data categories that should be used.

Appendix 1

1 Briefing note for elected members on equality in financial decision making

- a. The Equality Act 2010 makes it unlawful to discriminate against an individual because of certain personal characteristics ('protected characteristics').
- b. The Act requires that equality issues are considered by public bodies as part of decision making, especially where services are reduced or redesigned.
- c. The Public Sector Equality Duty (PSED) requires us to have due regard of the need to:
 - eliminate discrimination,
 - advance equality of opportunity and
 - foster good relations between different people.
- d. The questions below are intended to assist PDS panels to scrutinise the proposals from an equality perspective.

2 For each new draft proposal

- a. Are panel members clear that this proposal has been considered from an equality perspective?
- b. Do we know what the impact will be on the most vulnerable people?
- c. Are there any potential unintended impacts or "knock-on" effects and consequences - e.g., on partners, residents or other services?
- d. Have we consulted people and listened to what they have told us about this?
- e. During the implementation of the proposal – how will we continue to check for unintended effects on particular groups of people?
- f. Will there be room for discretion if during the implementation we discover that the change of service disproportionately disadvantages some people?
- g. Considering all the proposals together, what will the cumulative impact be, and will adverse impacts fall disproportionately on specific protected groups?
- h. What have we learnt about equality impacts following the implementation of last years' proposals?

3 What course of action does the EqIA suggest? Is it justifiable?

- a. There are four possible outcomes of an EqIA, more than one may apply to a single proposal:
 - *No major change required*: no potential for discrimination or adverse impact and all opportunities to advance equality have been taken.
 - *Adjustments to mitigate the issues identified*: will the proposed adjustments remove the barriers identified?
 - *Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality*: the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.
 - *Stop and rethink*: when an assessment shows actual or potential unlawful discrimination.