

### Annex 3: Equality Impacts of 2026 to 2027 Budget Proposals

The following report provides supplementary information for existing revised growth or income budget decisions or additional growth or income to the budget proposals for 2026/27.

Annex 3.1 to this report provides an introduction and legal background to this budget equality report.

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

The Proposals are presented in two sections for each service area to reflect the following:

- a. Savings and Income budget proposals
- b. Growth

#### Budget proposals that note a potential positive or negative impact on people with protected characteristics.

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## Adult Social Care

Portfolio Holder: Cllr Alison Born

### Adult Social Care Proposal: Recommissioning Framework

The published Equality Impact Assessment is available to view on the link below:

<https://www.bathnes.gov.uk/sites/default/files/AS.S.02%20-%20Recommissioning%20Framework%20V2.pdf>

#### Precis:

This proposal will be achieved by recommissioning services for people with learning disabilities and delivering better value from contracts.

#### 2026-27 budget proposal statement:

*'The local authority arranges and manages care placements and support packages for eligible individuals under the Care Act 2014, aiming to meet statutory duties cost-effectively. Services are recommissioned at contract end, creating opportunities to optimize procurement and deliver better value'.*

#### Considerations:

- People's eligible care needs will continue to be met, guided by strength-based assessments and reviews.
- Regular data monitoring ensures that any differences in access or outcomes are identified and addressed.
- Risk of increase in complaints from existing service providers

#### Recommendation:

- Complete a detailed Equality Impact Assessment as part of the process of implementing this new price change.

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

**Adult Social Care Proposal: Development of Individual Service Fund**

The published Equality Impact Assessment is available to view on the link below:

<https://www.bathnes.gov.uk/sites/default/files/AS.S.03%20-%20Development%20of%20Individual%20Service%20Funds%20FINAL%20%28002%29.pdf>

**Precis:**

An Individual Service Fund is a way for people to receive and manage their personal budget for care and support, where a chosen provider manages the funds and services on their behalf. This allows individuals to have control over how their support is delivered, as the provider works with them to plan activities and services that meet their specific outcomes.

**2026-27 budget proposal statement:**

*'ISFs (Individual Service Funds) offer significant cost benefits compared to traditional care packages by reducing unnecessary service hours, enabling personalised support, and promoting independence through assistive technology'.*

**Considerations:**

- Empowerment model for individuals.
- Services users who have a package of care funded by ASC (1) will see no change as the financial assessment care charge is based on their income not on service delivery costs or fee levels.
- Joint working with commissioning providers and micro enterprises may not be successful.
- interlink with the budget proposals on Transitions for young people and Care Package Reviews, enablement services and technology enabled care so reliant on all of these proposals functioning as planned.
- Risk of disabled people not being able to source and manage their own packages of care.

**Recommendation:**

- Complete a detailed Equality Impact Assessment as part of the process of implementing this new price change.

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

**Adult Social Care Proposal:** Increase reablement offer

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/AS.S.04%20-%20Increase%20the%20Number%20of%20People%20Who%20Have%20Access%20to%20Reablement%20V2\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/AS.S.04%20-%20Increase%20the%20Number%20of%20People%20Who%20Have%20Access%20to%20Reablement%20V2_0.pdf)

**Precis:**

Reablement is a service designed to help individuals regain essential skills and rebuild confidence following an illness, injury, or a stay in the hospital. In B&NES, this service is delivered by the HCRG Care Group, alongside other community health services. Expanding reablement services and integrating technology-enabled care solutions can lead to better outcomes for individuals. This approach supports people in becoming more independent and allows for more efficient use of homecare resources. By leveraging assistive technology, the service can be tailored to individual needs reducing the need for more intensive or long-term care.

**2026-27 budget proposal statement:**

*'HCRG Care Group provide reablement service that helps individuals regain essential skills and rebuild confidence following an illness, injury, or a stay in the hospital. Technology Enabled Care, such as telecare and daily living aids, helps reduce the need for in-person care while maintaining or improving outcomes'.*

**Considerations:**

- Services users who have a package of care funded by ASC (1) will see no change as the financial assessment care charge is based on their income not on service delivery costs or fee levels.
- There are challenges in delivering proposals due to different timelines for scaling up B&NES technology-enabled care offer and the need to align this service with reablement and homecare.
- Multi-agency working could improve outcomes for individuals and cost less.
- Empowerment model for individuals and reduces the need for long term care, hospital admissions and early admission to care homes.
- Supports carers through a reduction in hands on care.

**Recommendation:**

- Complete a detailed Equality Impact Assessment as part of the process of implementing this new price change.

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

**Adult Social Care Proposal: Development of an Enablement Offer**

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/AS.S.05%20-%20Enablement%20service%20FINAL\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/AS.S.05%20-%20Enablement%20service%20FINAL_0.pdf)

**Precis:**

There is an opportunity to positively impact people we support in B&NES for people aged 16 years old or over and who have a learning disability, physical /sensory needs, mental health need or are Autistic. The approach will be to develop short term pathways of support to maximise independence and resilience.

**2026-27 budget proposal statement:**

*'Enablement services focus on supporting people to be as independent as possible, for as long as possible. This empowers individuals with diverse needs (e.g., older adults, people with physical or learning disabilities, mental health conditions) to have greater choice and control over their lives, which is a key aspect of person-centred equality. People already in receipt of care will be reviewed as part of the care package statutory review process'.*

**Considerations:**

- The enablement service will consider the impact of physical health, mental health or illness on a person well-being and their ability to meet their care needs.
- Empowerment model for individuals.
- Person centred approach with consideration of the ability to meet own needs.
- Risk of needs not being met and placing individuals in a position of harm.

**Recommendation:**

- Complete a detailed Equality Impact Assessment as part of the process of implementing this new price change.

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

**Adult Social Care Proposal: Transitions to Adult Social Care**

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/AS.S.06%20-%20Transition%20to%20adult%20social%20care%20FINAL\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/AS.S.06%20-%20Transition%20to%20adult%20social%20care%20FINAL_0.pdf)

**Precis:**

Reducing the costs of transitions from children's social care to adult social care can be achieved through a focus on early intervention, joint working between agencies, and person-centred, long-term planning. These strategies help prevent fragmented care, promote independence, and ensure cost-effective support packages are in place.

**2026-27 budget proposal statement:**

*'The proposed savings in transitions to adult social care focus on early, coordinated planning linked to Education, Health, and Care Plans, joint commissioning and pooled budgets, assigning a designated worker for continuity, promoting independence and life skills, proactive information and guidance, and early financial advice. These approaches aim to ensure seamless transitions, reduce dependency, and provide cost-effective, person-centred support'.*

**Considerations:**

- There are interdependencies with the Families First Programme and the Preparing for Adulthood project. These are yet to be fully implemented.
- Risk of lack of capacity within preventative/ early help services.
- Positive action to support continuity of care.

**Recommendation:**

- During implementation and through an ongoing review process proportionate equality analysis should be carried out as part of the review and implementation process.

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

**Adult Social Care Proposal: Prevention of a 2nd Fall**

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/AS.S.07%20-%20Preventing%20a%20second%20fall%20FINAL\\_1.pdf](https://www.bathnes.gov.uk/sites/default/files/AS.S.07%20-%20Preventing%20a%20second%20fall%20FINAL_1.pdf)

**Precis:**

B&NES has a higher level of hospital admissions for falls than the England average. The most effective interventions for preventing a second fall are a combination of targeted strategies, primarily a multifactorial falls risk assessment and management program, with exercise as a consistently key component.

**2026-27 budget proposal statement:**

*'This proposal aims to reduce the incidence and severity of falls in individuals at risk (primarily those aged 65+ and other at-risk groups) by providing evidence-based, multifactorial interventions (e.g., exercise, home assessments, medication reviews).'*

**Considerations:**

- Data sharing arrangements and business intelligence support is required to evaluate the impact of the program.
- Reliance on the successful implementation of reablement services and technology enabled care.
- investment is required to develop a sustainable model of falls prevention interventions this is included in the Public Health budget for investment.

**Recommendation:**

- Complete a detailed Equality Impact Assessment as part of the process of implementing this new price change.

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



**Adult Social Care Proposal:** Non-renewal of assisted employment contract for mental health service

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/AS.S.10%20-%20Non-renewal%20of%20assisted%20employment%20contract%20V2\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/AS.S.10%20-%20Non-renewal%20of%20assisted%20employment%20contract%20V2_0.pdf)

**Precis:**

This proposal will be achieved by reviewing the assisted employment services available to B&NES residents and signposting service users to alternative assisted employment services best placed to meet their needs.

**2026-27 budget proposal statement:**

*'The local authority commissions from an external organisation short term assisted employment support for adults with mental health-related needs. The council in addition to this external contract operates a Business and Skills Hub, which helps individuals overcome barriers to education and employment by offering careers advice, job search assistance, CV support, and job coaching. As contracts reach their planned end dates, there are opportunities to review the latest national policies on assisted employment and to identify alternative support options available to B&NES residents'.*

**Considerations:**

- Service users will be enabled to access alternative support that best meets their needs.
- Risk of increase in complaints from existing service users.
- Risk of lack of capacity within alternative services.
- Risk of lack of financial and staffing resources to provide suitable services and individual support.

**Recommendation:**

- Complete a detailed Equality Impact Assessment as part of the process of implementing this new price change.

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

**Adult Social Care Proposal: Optimising Better Care Fund – Prevention Services**

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/AS.S.12%20-%20Optimising%20BCF%20-%20Prevention%20Services%20V2\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/AS.S.12%20-%20Optimising%20BCF%20-%20Prevention%20Services%20V2_0.pdf)

**Precis:**

Commissioners will optimise the use of Better Care Fund to fund prevention services by robustly planning expenditure and ongoing monitoring of population outcomes achieved. Focus on prevention is a national and local priority across health and social care. This plan will ensure strategic alignment of funds to council priorities and use of funds comparable to that of statistical neighbours.

**2026-27 budget proposal statement:**

*'This proposal will be achieved by optimising the use of Better Care Fund to protect social care expenditure on prevention services, in line with national guidance and local priorities..*

**Considerations:**

- There is anticipated positive impact on people with protected characteristics as:
  - Working closely with internal and external stakeholders to ensure that Better Care Fund and Improved Better Care Fund is spent on service in line with local priorities.
  - This should create a positive impact for people as Better Care Fund and Improved Better Care Fund will be invested to support better independence and support.

**Recommendation:**

- Complete or update a detailed Equality Impact Assessment as part of the process of implementing this new price change.

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

**Adult Social Care Proposal: Technology Enabled Care**

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/AS02%20Budget%20Proposal%20and%20EQIA%20Technology%202025-26\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/AS02%20Budget%20Proposal%20and%20EQIA%20Technology%202025-26_0.pdf)

**Precis:**

The local authority arranges and manages care placements and support packages for eligible individuals under the Care Act 2014, aiming to meet statutory duties cost-effectively. Technology Enabled Care, such as telecare and daily living aids, helps reduce the need for in-person care while maintaining or improving outcomes.

**2025-26 budget proposal statement**

*'This proposal will be achieved by using technology to reduce social care resource requirements'.*

**Considerations:**

- There is anticipated positive impact on people with protected characteristics as:
  - Technology enabled care has been proven to better independence and support.
  - These are positive changes that will be managed within national frameworks and industry standards for technology enabled care.
- The success of
- Risks of low take up of technology enabled care.
- 

**Recommendation:**

- During implementation and through an ongoing review process proportionate equality analysis should be carried out as part of the review and implementation process.

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

**Public Health Proposal:** Royal Victoria Park (RVP) Leisure Facilities Contract  
The published Equality Impact Assessment is available to view on the link below:  
[https://www.bathnes.gov.uk/sites/default/files/PH.S.01%20-%20RVP%20Leisure%20Facilities\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/PH.S.01%20-%20RVP%20Leisure%20Facilities_0.pdf)

**Precis:**

New 20 years contract procured and in place for RVP Leisure Facilities (tennis, adventure golf, café and event space). Increase usage and improved facilities.

Other outcomes: 1. Improved facilities for residents

2. Third party investment in buildings and leisure facilities including cafe.

3. Improved access for disabled residents

4. Reduction in carbon footprint of the site with ambition to reach net zero.

5. Increased opportunities for increased health and wellbeing.

**2026-27 budget proposal statement:**

*‘New contract has encouraged investment in facilities, better health and wellbeing outcomes for residents to tackle health inequalities, and increased income to be generated from the site linked to a 20-year business plan and lease’.*

**Considerations:**

- Risk of undeliverable outcomes will be mitigated against through contract monitoring processes.
- The aim is to provide a more inclusive provision that is responsive to the needs of all in the community.
- Length of contract may allow for long term positive impact.
- Length of contract could also be a risk if the provision is not carefully monitored and deliverable outcomes are not met.

**Recommendation:**

- Complete a detailed Equality Impact Assessment as part of the process to demonstrate consideration for people with protected characteristics.
- Carry out inclusive consultation.

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

## Children's Services

Portfolio Holder: Cllr Paul May

### Children and Young People Proposal: Addressing educational attainment inequality-Growth

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/CS.G.04%20-%20Educational%20Attainment%20Growth\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/CS.G.04%20-%20Educational%20Attainment%20Growth_0.pdf)

#### Precis:

Addressing the attainment gap is a shared responsibility. We have an important role in leading a whole-systems approach to addressing the attainment gap; addressing the root causes across council services, coordinating place-based action with partners, and aligning resources. Aim of the programme of work: • for our children that are defined as disadvantaged to have improved educational outcomes in KS2 reading, writing, and maths that are at least in line with national performance. • to narrow the gap between the KS4 results of our young people defined as disadvantaged and their non-disadvantaged peers, by improving the results of disadvantaged pupils.

#### 2026-27 budget proposal statement:

*'Budget growth will sustain and programmes and projects already delivering measurable progress, and specifically Language for Life and Action Learning sets with education settings. 'Language for Life' is an evidence-based, multi-agency programme that upskills early years educators to improve children's communication and language outcomes - a key driver of long-term educational outcomes'.*

#### Considerations:

- By embedding equality at every stage of the process, this budget proposal ensures that disadvantaged children receive high-quality, focussed and equitable support.
- High risk of continuing disadvantage for vulnerable children if this budget proposal is not approved.
- Young people eligible for free school meals and from an ethnic minority group are disproportionately represented with low attainment outcomes in B&NES.

#### Recommendation:

- Review and update the detailed Equality Impact Assessment as an ongoing process to consider the impact of service delivery for young people with protected characteristics

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

**Children and Young People Proposal:** Potential Transport Solutions for 1. Pupils attending out of county special schools and 2. Those attending our Hospital Education Reintegration Service (HERS).

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/CS.G.03%20-%20Home%20to%20School%20Transport%20new%20post\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/CS.G.03%20-%20Home%20to%20School%20Transport%20new%20post_0.pdf)

**Precis:** To investigate if we can deliver savings on:

1. The current cost of transporting pupils out of area special schools in single taxis by providing a bespoke mentoring service to take over this role.
2. The current cost of transporting pupils to our HERS provision at Abbot Alphege School if the service delivers this in-house rather than using the B&NES HTST service.

**2026-27 budget proposal statement**

*'Children and young people (CYP) will have specialist mentors that transport them to school rather than collection by taxi drivers with guide escorts. This could provide a cost effective and supportive journey to school ensuring CYP arrive regulated and ready to learn, supporting placements longer term and ensuring high attendance.*

*2. Students in HERS having differing medical needs which dictate the hours of education they can tolerate. The proposal is to replace the use of separate taxis with a single minibus operated by the provider. The logistics are complicated however, and the timetable would need to be adjusted to allow for multiple trips during the day and throughout the week'.*

**Considerations:**

- Risk of no available local providers.
- Vulnerable younger people with SEND will not have transport and may miss education, in turn lowering their outcomes.
- Children, young people and their families may find the transition challenging especially when a positive relationship has formed with current provider
- Children, young people and their families may find this model of guide escorts more supportive and safer.
- Further cost and availability analysis is required to ensure this proposal meets the intended outcome

**Recommendation:**

- A robust equality action plan and review schedule should be undertaken.
- Carry out inclusive consultation.

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

## Sustainable Transport Strategy

Portfolio holder: Cllr Joel Hirst

**Sustainable Transport Proposal:** Proposed changes to resident parking zone permit charges and car park charges for 2026

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/PM.S.01%20-%20Parking%20-%202026%20proposals%20incl%20Size\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/PM.S.01%20-%20Parking%20-%202026%20proposals%20incl%20Size_0.pdf)

### Precis:

Increase to resident parking zone permit charges and car park charges for 2026.

### 2026-27 budget proposal statement

*'Proposal is to introduce an additional charge, or discount, based on vehicle size for resident permits where larger vehicles pay a proportionally higher charge, and a review of car parking charges in Bath Hill East car park (Keynsham) the 24hour charge across Bath Park and Rides for those not using the bus service'.*

### Considerations:

- 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 by increased costs.
- People on maternity/paternity leave may have reduced income and could be negatively impacted.
- Disabled people with a blue badge may benefit from reduced parking and improved accessibility in narrow residential streets.
- Women may be disproportionality disadvantaged as there is national acknowledgment of gender pay gaps.
- May displace or disadvantage many people with protected characteristics into residential areas that are not covered by a resident parking scheme.
- Positive: Improved air quality for all residents.

### Recommendation:

- Complete a detailed Equality Impact Assessment with a review/update schedule
- 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

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

**Sustainable Transport Proposal:** Increase in parking income through additional enforcement & fee changes

The published Equality Impact Assessment is available to view on the link below:  
[https://www.bathnes.gov.uk/sites/default/files/PM.S.02.03%20-%20Parking%20-%20P%26D%2C%20RPZs%20%26%20enforcement\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/PM.S.02.03%20-%20Parking%20-%20P%26D%2C%20RPZs%20%26%20enforcement_0.pdf)

**Precis:** This will reduce commuter parking in residential areas leading to reduced congestion and improved road safety. Potential to increase demand for Park & Ride services.

**2026-27 budget proposal statement**

*'Proposal is to review and implement changes to P&D and extend RPZs across Bath. To implement enforcement of pavement parking and general increase in enforcement. Increased PCN charge. Partly dependent on government review of pavement parking and increasing PCN fees'.*

**Considerations:**

- Protected groups on lower incomes may be adversely impacted (socio-economic, pregnant/maternity, women, younger or older people, ethnic minority groups, disabled, care experienced).
- Disabled people and new parents may benefit from a reduction in commuter parking and improved accessibility in narrow residential streets.
- Wider implications for the economy as people may choose to go elsewhere.
- Schemes will progress where a clear case can be demonstrated and where resources exist

**Recommendation:**

- Complete and review a detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others.
- Carry out inclusive consultation.
- Consider knock-on effects.

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



**Sustainable Transport Proposal:** Increase in income through enforcement of yellow box markings and other traffic restrictions

The published Equality Impact Assessment is available to view on the link below:

<https://www.bathnes.gov.uk/sites/default/files/PM.S.11%20-%20Yellow%20Box%20Enforcement.pdf>

**Precis:** Increased use of Moving Traffic Enforcement powers, including on Yellow Box Junctions.

**2026-27 budget proposal statement**

*'Proposal is to enforce a number of movement traffic restrictions where contravention by motor vehicles causes congestion or road safety issues, such as yellow box markings'.*

**Considerations:**

- Enforcement tools like moving traffic camera can inadvertently discriminate against disabled people unless reasonable adjustments (e.g., accessible signage, warning notifications, exemptions) are made.
- Enforcement or traffic restrictions near health facilities, places of worship, education settings or care homes could pose indirect discrimination by disproportionately affecting certain groups.
- Protected groups on lower incomes may be adversely impacted (socio-economic, pregnant/maternity, women, younger or older people, ethnic minority groups, disabled, care experienced).
- Risk of reputational damage
- This proposal is an extension to the current arrangement of enforcing bus lanes.

**Recommendation:**

- Review and update the detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others (see below).
- Consider knock-on effects.

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

**Communications and Community**  
**Portfolio Holder – Manda Rigby**

**Sustainable Transport Proposal: Park and Ride fare increase**

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/PM.S.04%20-%20Park%20and%20Ride%20Fees%2026.27\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/PM.S.04%20-%20Park%20and%20Ride%20Fees%2026.27_0.pdf)

**Precis:** Park and Ride fare increase from £3.70 to £4.00

**2026-27 budget proposal statement**

*'Proposal is to increase the standard Park & Ride fare from £3.70 for a return journey to £4.00 or approximately 7.5%. The 10 single journeys carnet would increase from £14.80 to £16.00 and a group ticket from £5.50 (for 2 adults) to £6.00. Up to 5 children under 16 would continue to travel free with a fare paying adult. Proposal could also include option to increase fares by contractual inflation, CPI (or other measure) annually, rounded up to the nearest 10p in future years as standard. However, this has not been modelled at this time'.*

**Considerations:**

- Protected groups on lower incomes may be adversely impacted (socio-economic, pregnant/maternity, women, younger or older people, ethnic minority groups, disabled, care experienced).
- Potential for reduced passenger usage which may have a wider impact on the economy.
- Wider implications for the economy as people may choose to go elsewhere

**Recommendation:**

- Complete and review a detailed Equality Impact Assessment considering where people with protected characteristics may be more impacted than others.
- Carry out inclusive consultation.
- Consider knock-on effects.

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

**Proposal:** Removal of Non-Statutory Services within Public Protection (Pest Control)  
The published Equality Impact Assessment is available to view on the link below:  
<https://www.bathnes.gov.uk/sites/default/files/PM.S.06%20-%20Public%20Protection%20-%20Removal%20of%20Non-Statutory%20Functions.pdf>

**Precis:** Stop providing this charged-for service to the public.

**2026-27 budget proposal statement**

*'The proposed removal of selected non-statutory services within Public Protection will reduce the Council's capacity to provide discretionary interventions that support community safety, environmental quality, and public health'.*

**Considerations:**

- Increased risk for community safety, environmental quality, and public health for all protected groups.
- Vulnerable residents may be disproportionately affected. Change could be confusing or stressful, particularly for those who are neurodivergent or have dementia and rely on routine.

**Recommendation:**

- Review and implement inclusive communication methods.
- Consider knock-on effects on wider services.

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

**Growth Proposal: Community Safety Proposal:** Sustaining statutory levels of service provision following reductions in grants from the Ministry of Justice and Police and Crime Commissioner.

The published Equality Impact Assessment is available to view on the link below:

<https://www.bathnes.gov.uk/sites/default/files/RS.G.01%20-%20Community%20Safety%20growth%20items.pdf>

**Precis:** Services to reduce crime, tackle antisocial behaviour, address substance misuse and support victims of domestic abuse can be maintained at statutory levels.

**2026-27 budget proposal statement:**

*'This proposal seeks to increase staffing within Community Safety and to backfill the financial loss of Community Safety related grants. It will ensure delivery of statutory services (crime reduction, domestic abuse support, Anti-Social Behaviour enforcement, youth violence prevention) and critical preventative services (domestic abuse perpetrator programmes, youth substance misuse support, specialist Independent Domestic Abuse Advisors (IDVAs), and data analysis).'*

**Considerations:**

- Without this growth, statutory duties under the Crime and Disorder Act risk being compromised, domestic abuse support services could be affected, and preventative programmes for young people and perpetrators could cease.
- Positive action to continue and develop services for vulnerable protected groups including: women & girls, LGBTQ+, young, pregnant, care experienced, ethnically diverse and disabled people, and for those living in rural areas and or people living in poverty.
- Enabling current and emerging strategies to be delivered in B&NES for example Violence against Women and Girls.

**Recommendation:**

- Continue to embed equality analysis throughout service delivery.

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

## Resources

### Portfolio Holder: Cllr Mark Elliot

<b>Waste and Recycling Proposal:</b> Refuse and garden waste round efficiencies The published Equality Impact Assessment is available to view on the link below: <a href="https://www.bathnes.gov.uk/sites/default/files/PM.S.08%20-%20Refuse%20and%20Garden%20Waste%20Round%20Efficiencies.pdf">https://www.bathnes.gov.uk/sites/default/files/PM.S.08%20-%20Refuse%20and%20Garden%20Waste%20Round%20Efficiencies.pdf</a>												
<b>Precis:</b> Revise routes for waste services to manage volumes more effectively and efficiently.												
<b>2026-27 budget proposal statement</b> <i>'Currently, refuse, recycling, and garden waste collections for residents are scheduled on the same day. Since not all households use the paid garden waste service, having collections on the same day causes uneven workloads during the week in urban areas, making some days busier than others. This scheduling can lead to increased disruptions during periods of high demand, such as in the summer. By reorganising the district's collection zones, the service aims to improve overall efficiency. The proposed changes would result in more evenly distributed routes and balanced workloads, while still ensuring that all residents receive their refuse, recycling, and garden waste collections on the same day in 26/27. Any changes to collection days would be clearly communicated in advance'.</i>												
<b>Considerations:</b> <ul style="list-style-type: none"> <li>➤ Clear communication with residents on day changes, and website / IT form updates would be required.</li> <li>➤ Vulnerable residents may be disproportionately affected. Change could be confusing or stressful, particularly for those who are neurodivergent or have dementia and rely on routine.</li> <li>➤ Disabled residents can request assisted collection.</li> <li>➤ May improve access to pavements for disabled, older/younger people and new parents.</li> </ul>												
<b>Recommendation:</b> <ul style="list-style-type: none"> <li>➤ Review and update the detailed Equality Impact Assessment before, during and following implementation to monitor and mitigate against adverse impacts.</li> <li>➤ Accessible needs and alternative formats for communication should be provided on request or where a need is already known.</li> </ul>												
Impacts	All	Age	Disability	Gender reassignment	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sex	Sexual orientation	Socio economic	Care Experienced
Negative												
Positive	✓											

**Waste and Recycling Proposal:** Phased transition of all social and private managed housing properties to fortnightly refuse collections.

The published Equality Impact Assessment is available to view on the link below:

[https://www.bathnes.gov.uk/sites/default/files/PM.S.05%20-%20Transition%20remaining%20communal%20bin%20stores%20to%20fortnightly%20residual%20waste%20collections\\_0.pdf](https://www.bathnes.gov.uk/sites/default/files/PM.S.05%20-%20Transition%20remaining%20communal%20bin%20stores%20to%20fortnightly%20residual%20waste%20collections_0.pdf)

**Precis:** Transition remaining communal bin stores to fortnightly residual waste collections.

### 2026-27 budget proposal statement

*'Phased transition of all social and private housing managed properties to fortnightly refuse collections, with increased recycling provision as needed'*

### Considerations:

- Most Curo managed properties transitioned to fortnightly refuse collections in 25/26. The remaining work is for around 90 blocks of premises under differing housing management agencies using shared bin stores
- The waste project team and business waste team will work together to deliver a comprehensive residents engagement programme to support this change and improve recycling rates.
- Vulnerable residents may be disproportionately affected. Change could be confusing or stressful, particularly for those who are neurodivergent or have dementia and rely on routine.
- Disabled residents can request assisted collection.
- May improve access to pavements for disabled, older/younger people and new parents.

### Recommendation:

- Complete a detailed proportionate Equality Impact Assessment.
- Accessible needs and alternative formats for communication should be provided on request or where a need is already known.

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

**Technology Proposal: Transforming Customer Services**

The published Equality Impact Assessment is available to view on the link below:

<https://www.bathnes.gov.uk/sites/default/files/RS.S.01%20-%20Improving%20Communications%202026%20Budget.pdf>

**Precis:** Improving Customer Communications Project. This proposal will deliver an improved and more consistent service for our residents

**2026-27 budget proposal statement**

*‘This is a phased implementation of a new communications platform with the intended outcome being a significantly improved experience for residents and service users. The platform has been implemented and Phase 1 rollout completed in September 2025.’*

**Considerations:**

- Next phases include more self-service options for residents to reduce staff demand
- For all equality areas, employees will require training and may need individual support to move towards a multi-communication channel service.
- The project offers improvements in communication means and accessibility options for all residents, visitors and staff including SignVideo for BSL users and translation services.

**Recommendation:**

- Implement strategies to improve equality, diversity and inclusion across the service.
- Continue to embed equality analysis throughout service delivery.
- Accessible training and ongoing equality related training for all staff.

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

## **Additional Protected Characteristics as adopted by B&NES:**

The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

These additional Protected Characteristics are not evident on this report any significant positive or negative impacts would have been made clear.

## **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 for 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 EqlA suggest? Is it justifiable?**

- a. There are four possible outcomes of an EqlA, 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