

EQUALITY IMPACT ASSESSMENT

Maximising Revenue

Reference: EIA000152

Date: 18/01/2024



 **RESET**

 **RESHAPE**

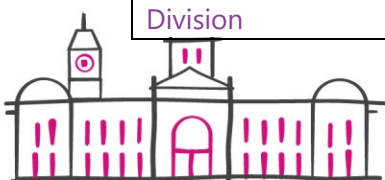
 **RESTART**

EIA Form – About your EIA

| | |
|---|--|
| Reference number | EIA000152 |
| Date Submitted | 18/01/2024 |
| Subject of the EIA | Maximising Revenue |
| Brief description of the policy, service or function covered by the EIA | <p>This EIA relates to the use of external grant funding to generate revenue savings for Adult Social Care. It involves replacing existing General Fund resources with alternative funding, with no direct impact on citizens or staff as it will allow current services and support to continue. The services intended for funding through these grants are diverse and cover a range of protected characteristics. There are 3 specific elements to the proposal:</p> <ul style="list-style-type: none"> • Adult Social Care Discharge Fund – this will be utilised ensure that social care and community based support is available to support hospital discharges in line with national and local priorities as contained in the BCF Plan. • Domestic Abuse Grant - part of this allocation will be utilised to fund domestic abuse refuge provision, replacing the current General Fund resources. This is in line with grant conditions, which require funding to be spent on safe accommodation, and ensures that refuge provision will continue to be available in the city. • Staffing - this relates to the maximisation of legitimate funding for administration and management costs in areas where the commissioning service has attracted additional funding for the Council, and/or is managing external ringfenced grants on behalf of the Council and/or is carrying out functions on behalf of partners such as the NHS. It is a continuation of an existing approach which has successfully delivered underspends on the team’s general fund staffing budget. It does not involve a reduction in staffing. There is a risk relating to the non-continuation or reduction of government grants. However, the relevant grants relate to government priorities and/or statutory duties and are considered likely to continue. |
| Equality Assessment is in support of... | ["Amended function"] |
| How frequently will you review impact and mitigation measures identified in this EIA? | Quarterly |
| Due date of the first review | 2025-11-25 |

Directorate, Division & Service Area

| | |
|--|------------------------|
| Which directorate(s) are responsible for this EIA? | ["Adults Social Care"] |
| Division | Commissioning |



| | |
|---------------|---------------|
| Service area | Commissioning |
| Budget Saving | Yes |

Officers

| | |
|--|----------------|
| What is the responsible officer's email address? | Atrin Conway |
| What is the accountable officer's email address? | Louise Collett |

Data Sources

| | |
|---------------------|--|
| Data sources | ["Relevant research", "Relevant reports/strategies"] |
| Data source details | |

Protected Characteristics

Protected Characteristic – Age

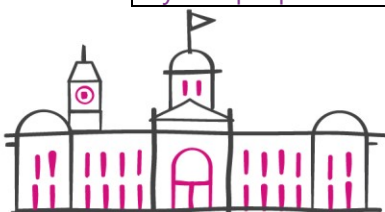
| | |
|---|-----|
| Does this proposal impact people due to their age as per the Equality Act 2010? | No |
| What age groups are impacted by your proposal? | N/A |
| Please describe the impact to the age characteristic | N/A |
| How will you mitigate against any negative impact to the age characteristic? | N/A |

Protected Characteristic – Disability

| | |
|--|-----|
| Does this proposal impact those people with a disability as per the Equality Act 2010? | No |
| Please describe the impact to the disability characteristic | N/A |
| How will you mitigate against any negative impact to the disability characteristic? | N/A |

Protected Characteristic – Sex

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|---|-----|
| Does this proposal impact citizens based on their Sex as per the Equality Act 2010? | No |
| What Sexes will be impacted by this proposal? | N/A |



| | |
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| Please describe the impact to the Sex characteristic | N/A |
| How will you mitigate against any negative impact to the Sex characteristic? | N/A |

Protected Characteristic - Gender Reassignment

| | |
|---|-----|
| Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010? | No |
| Please describe the impact to the gender reassignment characteristic | N/A |
| How will you mitigate against any negative impact to the gender reassignment characteristic? | N/A |

Protected Characteristic - Marriage and Civil Partnership

| | |
|--|-----|
| Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010? | No |
| What legal marital or registered civil partnership status will be impacted by this proposal? | N/A |
| Please describe the impact to the marriage and civil partnership characteristic | N/A |
| How will you mitigate against any negative impact to the marriage and civil partnership characteristic? | N/A |

Protected Characteristic - Pregnancy and Maternity

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| Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity? | No |
| Please describe the impact to the pregnancy and maternity characteristic | N/A |



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| How will you mitigate against any negative impact to the pregnancy and maternity characteristic? | N/A |
|--|-----|

Protected Characteristic - Ethnicity and Race

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|---|-----|
| Does this proposal impact people due to their race as per the Equality Act 2010? | No |
| What ethnic groups would be impacted by this proposal? | N/A |
| Please describe the impact to the ethnicity and race characteristic | N/A |
| How will you mitigate against any negative impact to the ethnicity and race characteristic? | N/A |

Protected Characteristic - Religion or Beliefs

| | |
|--|-----|
| Does this proposal impact people's religion or beliefs as per the Equality Act 2010? | No |
| What religions could be impacted by this proposal? | N/A |
| Please describe the impact to the religion or beliefs characteristic | N/A |
| How will you mitigate against any negative impact to the religion or beliefs characteristic? | N/A |

Protected Characteristic - Sexual Orientation

| | |
|---|-----|
| Does this proposal impact people's sexual orientation as per the Equality Act 2010? | No |
| What sexual orientations may be impacted by this proposal? | N/A |
| Please describe the impact to the sexual orientation characteristic | N/A |



| | |
|---|-----|
| How will you mitigate against any negative impact to the sexual orientation characteristic? | N/A |
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Monitoring

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|---|---|
| How will you ensure any adverse impact and mitigation measures are monitored? | No direct impact has been identified. There is a risk relating to the non-continuation of the relevant grants, although this risk is considered small as the grants relate to government priorities and/or statutory duties. This will be monitored through regular financial monitoring arrangements. Current services and support will continue for all citizens with protected characteristics. The services in scope are accessible by groups regardless of any protected characteristics. Some contracts offer gender specific services to address an identified and/or assessed need. This EIA has not identified any adverse impact as a result of the replacement of existing funding with external grant funding, as this will allow the continuation of existing services and support. There is a future risk relating to the non-continuation or reduction of government grants. This will be monitored through regular financial management arrangements. However, the relevant grants relate to government priorities and/or statutory duties and are considered likely to continue. |
| Please enter the email address for the officer responsible for monitoring impact and mitigation | Louise Collett |

