

Equality Impact Assessment [version 2.9]



Title: Our Families Programme	
<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Children and Education	Lead Officer name: Vanessa Wilson
Service Area: All Services	Lead Officer role: Children and Education Transformation Director

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](http://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Our Families Programme will design effective services with, and for, children and families; and efficiency of delivery will improve as a result through a whole system change.

The programme is to review, develop and change services and the way we work ensuring we use our resources (human and financial) wisely on those things that will deliver the best outcomes for children, young people and families. It is not limited to service operations but includes everyone working in Children and Education and as such will be identified as in scope of the programme with staff suitably engaged in helping to drive the programme forward.

Our intended aims:

- Deliver sustainable, long-term improvements to our services, including improved governance, quality assurance, compliance, practice and performance
- Secure better value for money through a balanced budget by addressing the drivers for the increase in spend and future-proofed the service against increasing demand
- Resources are deployed efficiently and effectively, with decisions on service development informed by insight, quality and cost analysis
- Developed more effective working relationships with our service users, schools, key stakeholders and partners
- Strengthened the capacity and capability of our workforce, developing the workforce to deliver a service that puts children, young people and families at the centre of everything we do

The principles that underpin our delivery of change being:

- Child focused: ensuring that children, young persons, and their families are at the heart of assessment and planning to deliver better outcomes

- **Diverse:** ensuring that we recognise that every child, young persons, and their families have differing needs, and we seek to act fairly in a decision we make taking into consideration equality, diversity and inclusion
- **Responsible:** working in an open systemic way with families and partner agencies to find solutions to manage their differing needs and difficulties
- **Enterprising:** creating the environment that promotes and encourages to be more commercial through stronger partnerships with our partners, agencies, communities, VCS in a systemic way to create solutions to deliver better outcomes at a lower cost
- **Sustainable:** ensuring we work within our financial boundaries through a more strategic approach in our commissioning and delivery model.

This Equality Impact Assessment relates to the overall Our Families programme approach, objectives, investment and saving priorities. Some in-scope projects already have separate EqIAs which will continue to be updated on an ongoing basis. Other strands such as proposed changes in Home to School Travel post-16 policy for 2024-25, the introduction of Independent Travel Training (ITT) for all applicable children from age 11+ and Children’s Homes will be subject to separate decision making and consideration of equalities impacts following public consultation.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If ‘Yes’ complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success> .

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data/Evidence Source [Include a reference where known]	Summary of what this tells us																		
Census 2021 Bristol Census Data Profiles: Power BI Bristol Census Dashboard Power BI	The Census details the demographic profile of Bristol – including differences by protected and other relevant characteristics and circumstances such as deprivation, and housing tenure etc.																		
The population of Bristol Bristol Key Facts 2022	Updated annually. The report brings together statistics on the current estimated population of Bristol, recent trends in population, future projections and looks at the key characteristics of the people living in Bristol.																		
Ward profile data (bristol.gov.uk)	The Ward Profiles provide a range of data sets, including population, life expectancy, health and education disparities etc. for each of Bristol’s electoral wards.																		
Bristol Quality of Life Survey	<p>The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population. In brief, the most recent QoL survey indicated that inequality and deprivation continue to affect people’s experience in almost every element measured by the survey.</p> <p>The Quality of Life data dashboard highlights those indicators, wards and equality and demographic groups which are better or worse than the Bristol average. For example there are significant disparities based on people’s characteristics and circumstances in the extent to which they find it difficult to manage financially:</p> <table border="1" data-bbox="459 1615 1171 2121"> <thead> <tr> <th data-bbox="467 1626 831 1722">Quality of Life 2023-24 Indicator:</th> <th data-bbox="836 1626 1163 1722">% who find it difficult to manage financially</th> </tr> <tr> <th data-bbox="467 1783 831 1816">Group</th> <th data-bbox="836 1783 1163 1816">Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="467 1823 831 1859">Bristol Average</td> <td data-bbox="836 1823 1163 1859">10.4</td> </tr> <tr> <td data-bbox="467 1865 831 1901">10% most deprived</td> <td data-bbox="836 1865 1163 1901">20.9</td> </tr> <tr> <td data-bbox="467 1908 831 1944">16 to 24 years</td> <td data-bbox="836 1908 1163 1944">17.0</td> </tr> <tr> <td data-bbox="467 1951 831 1986">50 years and older</td> <td data-bbox="836 1951 1163 1986">6.5</td> </tr> <tr> <td data-bbox="467 1993 831 2029">Disabled</td> <td data-bbox="836 1993 1163 2029">21.5</td> </tr> <tr> <td data-bbox="467 2036 831 2072">Asian/Asian British</td> <td data-bbox="836 2036 1163 2072">20.2</td> </tr> <tr> <td data-bbox="467 2078 831 2114">Black/Black British</td> <td data-bbox="836 2078 1163 2114">24.0</td> </tr> </tbody> </table>	Quality of Life 2023-24 Indicator:	% who find it difficult to manage financially	Group	Percentage	Bristol Average	10.4	10% most deprived	20.9	16 to 24 years	17.0	50 years and older	6.5	Disabled	21.5	Asian/Asian British	20.2	Black/Black British	24.0
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<p><u>Joint Strategic Needs Assessment (JSNA)</u></p> <p><u>JSNA Health and Wellbeing Profile 2022/23 Children's Social Care</u></p>	<p>The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.</p> <p>Children may become involved with Social Care for a variety of reasons, but the proportion who have a primary category of abuse and neglect, especially among looked after children, is considerably higher than those who have other primary categories.</p>																																			
<p><u>HR Analytics: Power BI reports</u> <u>(sharepoint.com)</u> [internal link only]</p>	<p>The Workforce Diversity Report shows statistics for Headcount, Sickness, Starters and Leavers data. The report is updated once a month with data as at the end of the previous month. It excludes data for locally managed schools/nurseries, councillors, casual, seasonal and external agency employees. The report is based on the sensitive information that staff add to Employee Self Service on iTrent (ESS).</p>																																			

Data/Evidence Source [Include a reference where known]	Summary of what this tells us			
	Summary of Children Services and Education and Skills division workforce diversity data 31 March 2023:			
	Children's Services	Education and Skills	BCC Headcount %	Bristol population (16-64) %
16 - 29	17.4%	6.9%	10.9%	39%
30 - 39	30.4%	18.9%	21.0%	24%
40 - 49	25.6%	23.6%	24.0%	16%
50 - 64	25.0%	45.6%	40.4%	21%
65 +	1.5%	5.0%	3.5%	-
Disabled	7.0%	6.1%	9.0%	12%
Not Disabled	63.8%	57.6%	68.8%	88%
Prefer not to state Disability	2.4%	5.3%	3.1%	-
Unknown Disability	26.8%	31.0%	19.1%	-
Asian or Asian British	1.8%	2.1%	2.8%	6.6%
Black or Black British	5.0%	6.6%	5.4%	5.9%
Mixed Ethnicity	4.6%	2.1%	3.5%	4.5%
Other Ethnic Groups	0.6%	0.2%	0.5%	1.9%
White	79.1%	69.3%	79.5%	81.1%
Prefer not to state Ethnicity	0.9%	1.8%	1.5%	-
Unknown Ethnicity	7.9%	18.0%	6.8%	-
Female	80.4%	80.1%	60.0%	49%
Male	19.2%	19.3%	39.2%	51%
I use another term	0.2%	0.5%	0.2%	-
Prefer not to say	0.1%	0.2%	0.5%	-
Civil Partnership	0.1%	0.5%	0.3%	-
Declared Partnership	0.2%	0.2%	0.3%	-
Divorced	1.1%	1.3%	1.3%	-
Married	15.5%	17.7%	15.6%	-
Partner	8.8%	6.6%	6.1%	-
Single	15.4%	8.8%	11.6%	-
Widowed	0.1%	0.2%	0.2%	-
Prefer not to state Marital Status	2.0%	1.0%	1.9%	-

Data/Evidence Source [Include a reference where known]	Summary of what this tells us				
	Unknown Marital Status	56.7%	63.9%	62.9%	-
	Christian	22.4%	24.1%	26.7%	32.2%
	Other religion or belief	5.6%	7.4%	6.3%	9.7%
	No religion or belief	49.2%	32.4%	41.6%	37.4%
	Prefer not to state Religion	13.6%	18.1%	17.8%	8.12%
	Unknown Religion	9.1%	18.0%	7.6%	-
	LGB+	8.4%	4.5%	6.0%	6.1%
	Heterosexual	69.6%	61.8%	70.3%	-
	Prefer not to state Sexual Orientation	13.9%	16.5%	16.7%	-
	Unknown Sexual Orientation	8.1%	17.2%	6.9%	-
	Trans Person	-	-	0.1%	0.83%
	Not Trans Person	-	-	40.5%	-
	Prefer not to state Trans	-	-	1.0%	-
	Unknown Trans	54.8%	65.3%	58.3%	-
<u>Bristol One City: Cost of Living Crisis – Bristol’s One City approach to supporting citizens and communities (Oct 2022)</u> <u>Cost of Living Risk Index (arcgis.com)</u>	<p>The rising cost of living is not impacting on everyone equally. People who are already experiencing inequity and poverty will be disproportionately impacted:</p> <ul style="list-style-type: none"> • People on the lowest incomes - will have less available income but also pay more for the same services. For example, people unable to pay their bills by Direct Debit and those borrowing money are subject to higher costs and interest rates. This is what anti-poverty campaign group Fair by Design has referred to as a Poverty Premium • Households with pre-payment energy meters - households with pre-payment meters often pay above-average costs for their fuel. They will face a significant rise in their monthly bills in autumn and winter with increased energy usage as they do not benefit from the “smoothing” effect of Direct Debits, which spread usage costs evenly across the year • Parents and young families – parents of young children are more likely to seek credit and alternative support as they are less able, on average, to afford an unexpected expense. Single parents will be disproportionately affected; and one in four single parents find it difficult to manage financially (28.6%). • Disabled people – just under half of all people in poverty in the UK are Disabled people or someone living with a Disabled person. Disabled people have higher living costs, and tend to pay more for their heating, travel, food/diet, prescription payments, and specialist equipment. It is 				

Data/Evidence Source [Include a reference where known]	Summary of what this tells us
	<p>estimated that UK households that include Disabled children pay on average £600 more for their energy bills than an average household</p> <ul style="list-style-type: none"> • Black and minoritised ethnic people – A higher proportion of Black and minoritised ethnic groups reported finding it difficult to manage financially (14.9%). The Social Metrics Commission found that almost half of people living in a family in the UK where the head of the household is Black are in poverty. Age UK report that poverty among older Black and minoritised ethnic groups is twice as high as for White pensioners • People in rented accommodation – it is estimated that 69% of low-income private renters in England will be forced to go without food and heating at least one day per week to meet rising housing and living cost. Almost three in ten homes in Bristol are privately rented • Underserved populations - It is likely that populations that are not typically well represented in data and research are likely to also face increased risk from rising cost of living. For example, refugees and asylum seekers, people experiencing homelessness, and Gypsy/Roma/Traveller groups. • Cost of Living Risk Index (October 2022) identified Lawrence Hill, Hartcliffe & Withywood, Filwood, Lockleaze, Ashley, Southmead, Easton, Avonmouth & Lawrence Weston, Hillfields and Eastville as neighbourhoods in Bristol more at risk of the impact of the cost of living crisis.
School Census Data	Insight into the numbers/proportion of young people in Bristol, including those with an Education, Health and Care Plan (EHCP) in different educational settings by characteristic.
Additional comments:	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

Although our corporate approach is to collect diversity monitoring for all relevant characteristics, there are gaps in the available local diversity data for some characteristics, especially where this has not always historically been included in census and statutory reporting e.g. for sexual orientation.

We acknowledge that there are gaps in our knowledge about the future demands on children and education services as it affects a range of equalities groups and will be looking to improve the range of equalities data we gather, both as a local authority and through the services we commission.

Workforce diversity data is available but is not 100% accurate as some staff have opted not to share or data is unknown, especially around Disability. Due to data protection diversity information is redacted at a smaller team level.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Elements of the programme are associated to the budget proposals 23/24, 24/25, 25/26, 26/27 and 27/28. Public consultation for 24/25 Budget was undertaken between 9th November 23 and 21st December. The consultation set out all the savings proposals associated to Our Families Programme we had identified to produce a balanced budget in the context of reduced available funding and increasing financial pressures. The budget consultation responses were considered when developing our final proposals that was put to the Cabinet and a meeting of Full Council for approval in March 24.

There has been extensive engagement, consultation and co-design with affected communities on particular proposals within our programme which will inform future decision making prior to implementation.

Workforce engagement has commenced through workshops, all staff meetings, task groups, service meetings and will continue during the lifecycle of the programme.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

Consultation activities will be targeted at a workstream level and will include:

- Staff consultation (e.g. for in-house services transformation)
- Public consultation for HTST policy changes, Children's Sufficiency
- Provider engagement and consultation in relation to commissioning activity
- Co-design with partners
- Consultation with Trade Unions

Additionally, a cross cutting theme will lead on engagement of children, young people, and their families.

Representative groups of service users will be invited to share their views on services they have

received. These views will be used to shape interventions within the programme and will help to ensure that changes to services will deliver improved outcomes for service users.

There will be engagement, consultation and co-design with affected communities on particular proposals which will inform future decision making prior to implementation. Our approach to public engagement and consultation will proactively target under-represented respondents to increase the participation of people from equality groups and their local representative organisations. This will help to ensure that our services and actions are informed by the views and needs of all our citizens.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

Potential service user impacts:

Young People

- Proposals to review services in order to improve efficiency, align payments and make savings in commissioned services for children and young people may reduce the focus on providing accessible and flexible services unless revised specifications have an explicit equality and inclusion focus. In addition to the direct impact of our proposals there may be a disproportionate cumulative impact for children and young people from various budget proposals where there are existing disparities in access and inclusion related to e.g. accommodation, digital services etc

Disabled people

- Where proposals will explicitly address the needs of Disabled people we should consider whether any savings proposals, which aim to reduce or introduce new charges for services particularly benefiting Disabled people, might reduce our public sector equality duty to advance equality of opportunity.
- Where there are proposals to make general savings and efficiencies to services and better use of technology, we must ensure that our capacity to make anticipatory and responsive reasonable adjustments for Disabled people is not reduced. We will ensure that those who require resources in alternative formats or who need phone or face-to-face support can still access it. We will involve Disabled users in testing new technology to make sure accessibility features are effective.

Accommodation

- Where proposals aim to reduce our accommodation costs for young people, care leavers and seek alternative accommodation through housing pathway and repurposing existing properties (including sites not previously being used for accommodation) we need to ensure

that homes are safe, accessible/adaptable, culturally appropriate and near support networks, with a sufficient range of properties to meet differing needs including for our young people, care leavers and unaccompanied asylum seeking children and leaving care. This is also true of proposals to increase in-house Children's Home Provision. We must also ensure that we have sufficient officer capacity to quality assure agreements with third parties helping us achieve this

Quality of Life

- We will ensure that service redesign is informed by meaningful consultation, comprehensive needs analysis and equality impact assessment that includes consideration of the changing landscape of external specialist provision.
- For savings proposals which aim to streamline third party spend by working with a smaller range of providers or a single strategic partner we will ensure that commissioning arrangements promote the delivery of inclusive, accessible and culturally competent services to meet the diverse needs of Bristol's citizens, and that specialist provision is retained where needed.

Significant Financial Pressures

- Children and Education services are operating in a complex and challenging environment, balancing the tension between delivering essential improvements and savings delivery. The urgency of change correlates to the current improvements required now and in the long-term, the financial position, performance across the directorate and the increasing demands on services.
- The consequence of doing nothing would mean non-delivery of improvements and efficiency of delivery to mitigate the pressures long-term which would have a detrimental impact on the overall council budget.
- We are in a significant period of financial pressure, with significant challenging in being able to meet all our statutory duties within a balanced budget. As a local authority these responsibilities include ensuring, so far as reasonably practicable, sufficient provision of specific services within the area to meet the needs of our duty of care for children's services and education.
- In developing our proposals to mitigate our pressures and bring in a balanced budget we will prioritise statutory over discretionary services. However, some approaches such as the dedicated school grant extension are not sustainable as long-term solutions.

Income Generation

- Where we have proposals to charge clients, partners or citizens for goods or services, we may do so at the kind of market rates that you'd expect from a private business and reducing subsidies by other taxpayers.
- We may seek to secure more grants and external funding for services and activities, and collect debts which are owed to us ethically, but more effectively. Increasing business-to-business charges for goods/services may have a disproportionate impact on small businesses and the local voluntary and community sector for minoritised ethnic led organisations, and for those who support equalities groups.
- We will consider the impact of users on a case-by-case basis, promote initiatives which address lack of equity, and provide discretionary concessions for external equalities-led stakeholder organisations where appropriate.

Digital transformation

- There are proposals which aim to make more use of digital technology to help remove or reduce costs.

- Through more use of digital technology, we can be more efficient and effective, whilst improving outcomes by targeting services to those who need them and addressing digital exclusion - those who can't access digital services or find using them difficult or unaffordable.
- Some groups in Bristol are much less likely to feel comfortable using digital technology, including disabled people, carers, those living in Council accommodation and in the most deprived areas of the city.
- We will continue to invest in making our digital services more accessible and ensure there are always alternatives for those that need them. The council is using innovative ideas to address digital exclusion and the efficiencies gained through prioritising digital services can be used to provide better face to face or alternative services.

The Dedicated Schools Grant

- The Dedicated Schools Grant comes from UK government and can only be used to pay for schools and education services for children and young people in Bristol. The Early Years Block within this is used to fund free nursery and pre-school hours for three and four-year olds and for two-year-olds from households with low incomes. The High Needs Block is dedicated funding for children and young people with special educational needs and disabilities (SEND) or for those who need alternative provision, such as Pupil Referral.
- There is an increasing demand for Education, Health and Care Plans and special educational needs provision. The provisional uplift applied to the High Needs Block is 5% but based on the historic deficits and current trends, this will not be sufficient for the funding needs within the High Needs Block.
- A Mitigation Plan has been developed that includes a range of deficit mitigation measures and identifies further work required to ensure sustainability in education funding.

Information Poverty

- Some citizens and service users in Bristol experience additional inequality because of barriers to accessing and understanding information about the help and resources available to them. As well as the issues identified above with digital information, this can be because of language barriers (including for British Sign Language users), because of learning difficulties and/or neurodivergence, because of poorly developed information infrastructure, or simply because information is not available or well communicated.
- Where our proposals lead to significant changes to delivery we need to ensure that we communicate information about this in a range of inclusive and accessible formats, making sure that communication is clear, concise and unambiguous; and setting out timescales to give sufficient advance notice.

Potential workforce impacts:

Whilst at this stage we do not yet have detailed workforce change proposals as these are subject to further review and recommendations, we are aware that workforce changes can disproportionately affect employees with particular protected characteristics, and therefore we will seek to mitigate impacts through for example:

- Any subsequent proposals for service changes which may affect our workforce will be subject to their own Equality Impact Assessments to consider detailed issues for employees on the basis of their protected and other relevant characteristics, and to mitigate the risk of indirect discrimination which may arise from changes affecting workers with particular characteristics e.g. because they are over-represented in affected teams.
- The Council's Managing Change Policy will apply. The policy sets out expectations regarding consultation, who should have priority consideration for vacancies, redeployment to other roles across the Council and pay protection.

- Tight controls on the engagement, extension and conversion of agency and fixed term workers
- Review of funded vacant positions – where those that can be left unfilled either for a period or permanently are be frozen/deleted as appropriate and others will be used as opportunities for those in redeployment.
- ongoing implementation of the Succession Planning Policy which has enabled managers to apply to leave the council on a voluntary basis. This has reduced the cost of the Council’s management structure and opened up development opportunities for other Council staff.
- A range of support will be made available alongside any workforce changes, including well-being support for all colleagues, job search support for those at risk of redundancy (whether voluntary or compulsory)
- Workforce efficiencies and changes may have a disproportionate impact on younger employees who are more likely to be employed on fixed term contracts and a large proportion of under 35's are leaving after the end of a fixed term contract. The impact of increased working from home can make it harder for younger and newer employees to be fully part of pre-existing teams – this will be mitigated where possible through positive action initiatives and ongoing liaison with the Young Professionals Network staff led group. Our proposals include the pilot of a bursary scheme to improve long term retention of social work students; social worker academy and Care Leaver apprenticeships as part of our future operating model improving the impact of our entry to social work and other service routes.
- Pro-active matching of redeployees (for those at risk of redundancy or medical redeployment) to Suitable Alternative Employment and support and development plans for those redeployed to other jobs.
- Workforce efficiencies and changes may have a disproportionate impact on Disabled colleagues unless emerging accessibility issues are adequately mitigated through ongoing equality impact assessment and liaison with e.g. the Disabled Colleagues Network prior to implementation

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Young people are often under-represented in engagement and consultation in Bristol and are less satisfied than average with the way the council runs things. • Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc. • Young people in Bristol are more likely to: <ul style="list-style-type: none"> - have poor emotional health and wellbeing - find inaccessible public transport prevents them from leaving their home when they want to • 4.9% of 16-17 year olds are “not in education, employment or training” (NEET) • Young adults are most likely to have lost work or seen their income drop because of COVID-19 and the cost of living crisis • Young people are significantly under-represented in our workforce
Mitigations:	See general comments
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Older people in Bristol are: <ul style="list-style-type: none"> - less likely to be comfortable using digital services

	<ul style="list-style-type: none"> - more reliant on public and community transport - more likely to be an unpaid carer - more likely to help out or volunteer in their community - less likely to have formal qualifications <ul style="list-style-type: none"> • Bristol Ageing Better estimated at least 11,000 older people are experiencing isolation in the city. • We must factor aging and the needs of older people into long term budgeting and service design
Mitigations:	See general comments
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Overall 17.2% of Bristol’s population have a long-term physical or mental health condition or illness and day-to-day activities are limited, with big differences by age e.g. 6.1% of 0-15 year olds, and 38.5% of 65+ year olds. There are more Disabled women than men living in Bristol. • In March 2022, the Council’s Disability pay gap was 2.99% • Disabled people are less likely to be employed in a managerial or professional occupation • 65.0% of Disabled people with one health condition were in employment in 2021/2022. This proportion continues to increase (from 57.4% in 2013/2014) and is 10.7 percentage points higher than the rate for all disabled people. Employment rates decline as the number of health conditions increases • On average, between 2014 and 2021, Disabled workers moved out of work at nearly twice the rate (8.9%) of non-Disabled workers (5.1%). Workless disabled people moved into work at nearly one-third of the rate (9.7%) of workless non-disabled people (26.8%). • Disability increases with age: 4.1% of all children, for the working age population it increases to 12.3% and for people aged 65 and over it increases to 55.9%. • Disabled people on average have lower qualification levels than the population as a whole. • Disabled people should be empowered to make independent living choices and have a say in access to service provision.
Mitigations:	See general comments above
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Service data shows differences by sex in representation and outcomes, which we will take into consideration in any proposed service changes • Bristol female preventable mortality rates are significantly higher than the England rates • Nationally 27% of women experience domestic abuse in their lifetimes. The rate of recorded domestic abuse incidents in Bristol has shown a significant rise over the last two years and 74% of victims were female. • Women still bear the majority of caring responsibilities for both children and older relatives. • Women are more likely to be excluded from conversations which affect decision making due to lack of representation in boards / organisational leadership. • Men and boy’s health is in general poorer than that of women and girl’s • Services and workplace requirements may not take into consideration the impact of women’s reproductive life course including menstruation,

	<p>avoiding pregnancy, pregnancy, childbirth, breastfeeding, and menopause.</p> <ul style="list-style-type: none"> • Workforce: In March 2022 the Council's mean average pay for men was 4.41% higher than that of women. Women still bear the majority of caring responsibilities for both children and older relatives.
Mitigations:	See general comments above
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Proposals to make savings in externally commissioned services may reduce the focus on providing LGBTQ+ friendly services unless revised specifications have an explicit equality and inclusion focus. • Workforce efficiencies and changes may have a disproportionate impact on sexual orientation if relocated lesbian, gay and bisexual staff have concerns about discrimination in their new setting.
Mitigations:	See general comments above. The Council is committed to promoting an inclusive working environment and challenging discriminatory behaviour.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • In the workplace we need to ensure equal access to recruitment, personal development, promotion and retention for employees who are pregnant or on maternity leave (including briefing and updates for any workforce changes)
Mitigations:	See general comments above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Newly available Census data shows that 0.83% of the overall city population has a gender identity that is different from their sex recorded at birth, with a significantly higher proportion of non-binary people in Bristol than nationally. People aged 16 to 24 years were the most likely age group to have said that their gender identity was different from their sex registered at birth (around 1 in 100 young people). This difference is even more notable among those who identified as non-binary, of whom more than four in five were aged between 16 and 34 years (84.98%). • Proposals to make savings in externally commissioned services may reduce the focus on providing trans inclusive services unless revised specifications have an explicit equality and inclusion focus. • Workforce efficiencies and changes may have a disproportionate impact on relocated trans employees if they have concerns about discrimination in their new setting. Trans people are statistically more vulnerable to verbal and physical abuse. • 1 in 8 trans people (12%) in the workplace have been physically attacked by customers or colleagues in the last year because they were trans
Mitigations:	See general comments above. The Council is committed to promoting an inclusive working environment and challenging discriminatory behaviour
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Some groups of children are disproportionately represented in the SEND data. Black Caribbean school community had higher levels of SEN. Both the Gypsy/Roma and Travellers of Irish Heritage (25%) are above average for SEN, but overall number of students is low, and a higher proportion of White and Black Caribbean mixed heritage students have SEN.

	<ul style="list-style-type: none"> Overall outcomes for these 4 groups in education are below those of their peers. The higher proportion of SEN support is likely to have a significant higher impact on the life chances of these children.
Mitigations:	See general comments above
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> There are at least 45 religions represented in Bristol. The most recent Census data shows that 6.7% of people in Bristol are Muslim, and Islam is the second religion in Bristol after Christianity. Budget proposals should take into account differing needs because of people's religion and belief (for example different requirements around diet, life events, and holidays). Having a designated multi-faith room can make environments such as workplaces and shopping centres is more accessible and friendly for people from faith groups where regular prayer is required. Council workforce efficiencies and changes may have a disproportionate impact on some faith groups as the category "Other religion or belief" is disproportionately represented at the lowest salary bracket of Council employees.
Mitigations:	See general comments above. We will continue to promote flexible working patterns wherever possible to accommodate faith holidays and prayer requirements etc.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people 15,400 children under 16 (17.9%) live in relative low-income families in Bristol, significantly below the national average of 19.1%. 27.9% of Bristol's pupils (17,645 children) are Disadvantaged.
Mitigations:	See general comments above
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Being a carer can be a huge barrier to accessing services and maintaining employment We need to consider the timing/availability of services, events etc. to allow flexibility for carers. Studies show around 65% of adults have provided unpaid care for a loved one. Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men) Young carers are often hidden and may not recognise themselves as carers_
Mitigations:	See general comments above
Care Leavers	

Potential impacts:	<p>Current total number of Care Leavers 744.</p> <ul style="list-style-type: none"> • Gender: 58% are male and 42% are female • Age: 17yrs – 1%; 18 to 21yrs – 53%; 22 to 25yrs – 46% • Living Status: In Bristol - 75%; Out of Area - 25% • Unaccompanied Asylum Seeker Children: 19% • Ethnicity: White – 59%; Black – 13%; Asian – 2%; Mixed – 11%; Other – 15%
Mitigations:	See general comments above

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The scale of the potential gap in our core funding means that there is limited opportunity to bring genuine additional benefit to equalities groups in the circumstances. However, we have considered as far as possible the need to: eliminate discrimination, harassment, victimisation, and any other conduct prohibited under the Equality Act 2010; advance equality of opportunity between people from different groups; and foster good relations between people from different groups.

Our proposals are aligned to our Corporate Strategy and supported by the Belonging Strategy which will deliver on the intentions of the Bristol One City Plan, the Bristol Corporate Parenting Strategy, the Bristol Children’s Charter and the Bristol Equality Charter. Although we have limited resources our future focus will be on achieving those priorities we have identified, including tackling poverty and intergenerational inequality.

To mitigate some of the issues the programme has a dedicated workstream focused on Equality, Diversity and Inclusion focused on strengthening equality and inclusion and of promoting dignity, respect and a sense of belonging for our children, young people, families and workforce of all ethnicities, cultures and races.

A number of other mitigations will be put in place to minimise the impact to children, young people and families, in particular those as set out in section 3.1

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

<p>Summary of significant negative impacts and how they can be mitigated or justified:</p> <ul style="list-style-type: none"> • Any reduction to services will potentially lead to an increase in family breakdowns and more Disabled children and young people entering care. The risk will be mitigated by:

- Exploring alternative funding streams
 - Ensuring mainstream services are accessible.
 - Recommissioning the service in partnership with families exploring lower cost early intervention measures to reduce reliance on specialist services.
- Children and Education service users are more likely to be disproportionately impacted based on Disability and younger age, as well as other protected characteristics which may be over-represented in particular cohorts. It is therefore essential that we assess people individually, in a trauma informed way and ensure that children, young people and families do not experience any negative impact of any reduction in support that increased inequality. We can address this through ensuring that we work alongside people when we undertake assessments and arrange support, taking an approach which considers their particular circumstances and how their support needs to address this. All decisions regarding funding will be made on a person-centred basis, informed by a proper understanding of the specific needs of an individual.
 - At this stage prior to a decision the main potential negative impact for the workforce will be the short-term / longer term impacts of potential change management for some individuals. We will mitigate the impact through formal staff consultations, further 1-2-1's where necessary, and continuing discussions throughout the transition.
 - We will ensure communications for both service users and workforce about any changes are inclusive and accessible. We will closely monitor any impact on individual teams of any reduced capacity through our monthly Quality Improvement Performance meetings, and take necessary action because of this (e.g. moving vacancies/ posts to support a team if they are adversely impacted through reduced staff numbers).

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

- Delivery of the essential improvement as outlined in the recommendations of Ofsted Inspection to take us from 'Requiring Improvement' to 'Good', ensuring we provide a good service to all our children, young people and families, in particular to minoritised groups, care leavers and Disabled children.
- At this stage (prior to any decision) we anticipate there will be potential financial savings for the Council, which is important at a time when the service budgets are under significant pressure, as well as a chance to explore alternative future models of delivery in collaboration with our key stakeholders and partners to provide a more seamless service delivery.
- By considering our workforce and ensuring we maintain morale under a challenging financial climate, there is an opportunity to have greater focus on ensuring that we are supporting people with particular protected characteristics in the workplace. As it is the business of Children and Education service to ensure that vulnerable children, young people and families who experience discrimination are protected and safe, this is also reflected in the way we support our workforce.
- Strengthening equality, diversity and inclusion and of promoting dignity, respect and a sense of belonging for our workforce, children, young people and families.
- Work is underway to increase the extent to which we routinely consider the needs of Care Experienced young adults alongside the Equality Act protected characteristics in all our decision making as well as addressing issues relating to:
 - recruitment and retention of the workforce, including opportunities for young people to come into social care work
 - inconsistency of pay grades for our workforce, including pay gap in comparison to our neighbouring authorities
 - equality, diversity and inclusion for both our service users and workforce

- We will also closely monitor any impact on individual teams of any reduced capacity through our monthly Quality Improvement Performance meetings and take necessary action as a result of this (e.g. moving vacancies/ posts to support a team if they are adversely impacted through reduced staff numbers).

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
All relevant EqIAs will be published on the Council's website		
EQIA to be completed during engagement/consultation during the lifecycle of the programme	Gail Rogers	March 2026
We are in the process of conducting further detailed needs analysis to inform implementation of new proposals	Hannah Woodhouse	November 2024
Consideration of service user concerns raised through any engagement or consultation around proposals or changes to policies to mitigate against any inequalities	Vik Verma and Fiona Tudge	March 2026
Consideration of staff concerns raised through consultation, as well as emphasising the need for managers to ensure a safe & welcoming working environment for Black and minoritised ethnic employees	Vik Verma and Fiona Tudge	Autumn 2023

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

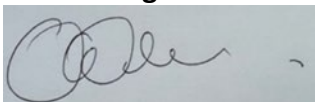
Service User Proposals: We will monitor the service data annually to determine whether people are being disproportionately affected by the changes.

Workforce proposals:

Representation levels across the workforce will be monitored monthly via the HR Dashboard

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

<p>Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i></p>	<p>Director Sign-Off:</p>  <p>Vanessa Wilson Children and Education Transformation Director</p>
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¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

Date: 22/08/2024

Date: 23/08/24