

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	New funding models for city-wide public health services
Directorate and Service Area	Neighbourhoods – Public Health
Name of Lead Officer	Becky Pollard

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The proposal is to fund £1.8m of services with public health associated outcomes using the public health fund, rather than general fund.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

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

Public Health funds a range of services which are generally targeted towards people in disadvantaged areas and with the highest health needs. Funding the transfer of £1.8 million to other services beyond 2018/19 will result in a possible reduction of 10% across services and staffing as yet to be determined.

2.2 Who is missing? Are there any gaps in the data?

The exact reductions are not yet identified. The department is undertaking a review of priorities to determine where savings can be made for existing services and staff groups. Until this exercise is completed, it is not possible to identify any gaps.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

There is a full consultation underway on all the savings proposals for next year.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

If we reduce the budget available for services which utilise most of our budget, there may be adverse impact on children and families in disadvantaged areas, vulnerable adults and young people and people who misuse drugs and alcohol.

3.2 Can these impacts be mitigated or justified? If so, how?

We will need to reduce the universal services where possible and target those who are most vulnerable.

3.3 Does the proposal create any benefits for people with protected characteristics?

If we fund the Sports team, trading standards and the community development team, this creates opportunities to improve health for people who access these services. If there were plans to reduce funding from the general fund for these services, then this could have a positive effect, however, this is not clear at this stage.

3.4 Can they be maximised? If so, how?

A review of the services currently being delivered from these areas would have the potential to save management costs and target services to those most in need.

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

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

The EIA has highlighted the need to ensure that services are targeted to those most in need (using a proportionate universalism approach) and to review all

current services and management arrangements.

4.2 What actions have been identified going forward?

- Establish precise priorities for the department to enable reviews to take place
- Establish what we will not be funding going forward
- A review of all commissioned services
- A review of staffing
- Proposal for restructure of the department

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

The impact will be reviewed regularly through weekly meetings of the department management team.

Service Director Sign-Off:

Bedy Pollard

Date: 30th Jan 2018

Equalities Officer Sign Off:

Cherene Whitfield.

A further EqIA will be required when firmer plans have been drawn up, and targeted services have been decided upon.

Date: 31 January 2018.