South Gloucestershire Council

INITIAL Equality Impact Assessment and Analysis (EqIAA)

Council Revenue Budget and Capital Programme 2027/28

Date(s) of EqIAA:- July 2026 onwards

CONTENTS

	Page
Document Overview	4
Section 1 - Introduction	5
Section 2 – Current Position in respect of tackling inequalities	7 - 18
Section 3 –Proposals	19 - 35
Making services and the council more efficient	20
Making Better Use of council Assets	22
Ensuring better value for money	23
Reviewing Local Services	25
Promoting independence and prevention in adult social care	26
Delivering adult social care more efficiently	27
Ensuring fair and sustainable funding of adult social care	28
Providing earlier support to children, young people and families	28
Providing care, accommodation and support for children and young people more effectively	30
Reviewing transport arrangements so they are sustainable and affordable	31
Council Tax and the Adult Social Care Precept	32
Analysis of impacts in respect of the proposals for 2027/28	33
Section 4 – Previous consultation feedback	36 – 43
Section 5 – Cumulative impacts	44 – 61
Section 6 –Research activity findings	62 - 66
Section 7 – EqIAA outcomes	67
Section 8 – Sources of information	68
Appendix 1 – The Social and Economic Benefits of our Work	69

Please Note:-

This document describes an initial assessment of equalities impacts in relation to the "*Council Revenue Budget and Capital Programme 2027-28"*.

The council has a statutory duty to consider the impact of its actions in relation to the following protected characteristic groups:-

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

In addition, council policy includes consideration of the impact of its actions in relation to 'socio-economic groups', the 'Armed Forces Community' and 'Care Leavers'.

Therefore, the council wishes to hear and proactively consider any comments in relation to how any aspect of the information presented may impact on any sections of the community as listed above. All feedback in relation to equalities and any point raised within this document will inform a full Equality Impact Assessment and Analysis of the Council Revenue Budget and Capital Programme 2027/28.

You can find out more and tell us your views by completing our survey online at Have Your Say Today - Council Budget 2027/28 - Commonplace or by sending your comments to:

Email: **consultation@southglos.gov.uk**
Write to: South Gloucestershire Council, Insight and Engagement Team Budget 27-28, Council offices, Badminton Road, Yate, BRISTOL, BS37 5AF
Phone: 01454 868550

Copies of the consultation are available from your local library or one stop shop.

Accessible formats such as copies of the information translated into community languages are available; please use the above contact details to obtain this.

The consultation on these proposals starts on 27 October 2026 and closes on 20 December 2026.

DOCUMENT OVERVIEW

This EqIAA document sets out the following information:

The council's current position in respect of tackling inequalities	The Council Plan 2024/28 sets out five key goals - "*helping to reduce inequalities*" is set out as one of those key goals. Aligned to the Council Plan is the Tackling Inequalities Plan 2024/28 which sets out 60 objectives for the successful delivery of the Council Plan goal of "*helping to reduce inequalities*". This EqIAA provides an overview of performance in respect of these as at 31st March 2025. **NB.** information providing an overview of performance as at 31st March 2026 will be inserted post consultation. Detailed Reports are available at this link.
Proposals	This EqIAA provides information concerning proposals which are currently being consulted upon. The information provides an initial assessment of potential impacts for communities should the proposals move forward.
Overview of impacts in respect of the proposals for 27/28	This section of the EqIAA provides an overarching view of the potential impacts for communities in relation to the proposals
Previous consultation feedback	This section of the EqIAA provides information about what people have told us as part of the 2025/26 and 2026/27 budget consultations. The information is disaggregated according to 'Protected Characteristic groups' and provides insights into resident feedback over recent year.
Cumulative impacts	This section of the EqIAA provides information in respect of the 'ongoing/cumulative' impacts of the council's work since 2023.
Research Activity Findings	The council conducts annual 'spotlight research' focusing on particular communities. This is important as it provides a deeper understanding of inequalities and issues faced and enables the council to build consideration of these into decision-making.
The Social and Economic Benefits of our work	This provides a wide range of examples of what we aim to accomplish through our tackling inequalities work.

SECTION 1 - INTRODUCTION

Like councils across the country, we face rising costs, growing demand for essential services and funding that has not kept pace. We are taking action now to balance the council's budget for 2027/28 and make our finances more sustainable for the future.

We have worked hard to improve services and become more efficient, but we now need to go further. This is an opportunity to become a better, more effective council: using technology, simplifying how we work, supporting people earlier and learning from what works elsewhere.

Our priority is to protect people with the greatest needs, improve outcomes for residents and make every pound work as effectively as possible. You can find out more about our financial position, including where our money comes from and where we spend it here.

We need to make changes to become a better, more effective council and make our services financially sustainable for the future. We have identified 10 areas where we think we can work differently, improve outcomes for residents and make every pound work as effectively as possible, while protecting people with the greatest needs.

These include opportunities to:

- make council services and processes simpler and more efficient
- make better use of technology and resources
- provide support earlier and help people remain independent
- review how services are bought and delivered
- learn from councils achieving similar or better outcomes at lower cost
- work differently with communities, partners and other organisations.

Section 3 of this EqIAA explains each of these 10 areas in more detail. Our consultation asks you to tell us what you think, how any changes could affect you or others, what could work better, and any ideas or alternatives you would like us to consider.

This is not the end of the conversation. It is part of an ongoing discussion about how we can deliver better, more sustainable services for the future.

This Equality Impact Assessment and Analysis (EqIAA) document

The key purpose of this EqIAA is to provide clear and robust information relating to equalities issues and considerations which influences decisions in respect of budget setting.

This EqIAA also reiterates the statutory duty of the council, in the exercise of its functions, to have due regard to the need to:-

1. **Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;**

2. **Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it;** this means:-
   - removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
   - taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
   - encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

3. **Foster good relations between persons who share a protected characteristic and persons who do not share it;** this means:-
   - tackling prejudice.
   - promoting understanding.

The protected characteristics are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

In addition, the council's EqIAA approach includes 'socio-economic groups', the 'Armed Forces Community' and 'Care Experience'.

In addition to identifying the likely impacts for our diverse communities in respect of the proposals under consideration, this EqIAA also considers the impact of any implementation of the proposals upon the ability of the council to deliver against any of the above Equality Priority Areas as set out in the Tackling Inequalities Plan 2024/28.

SECTION 2 – CURRENT POSITION

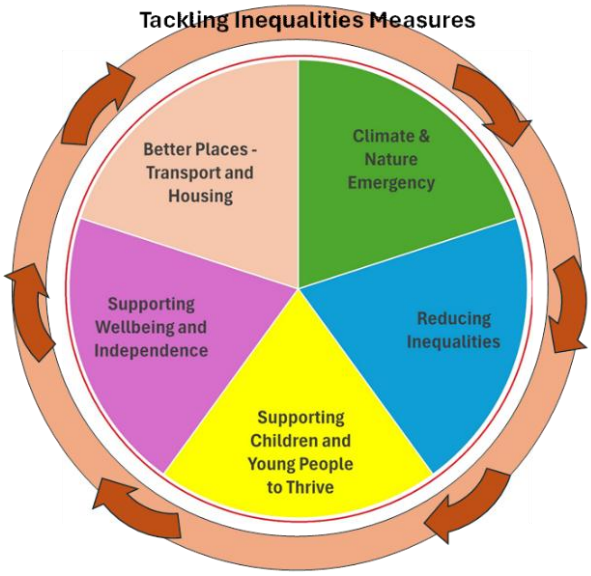
Introduction

The Council Plan 2024/28 sets out five key goals and "*helping to reduce inequalities*" is set out as one of those key goals.

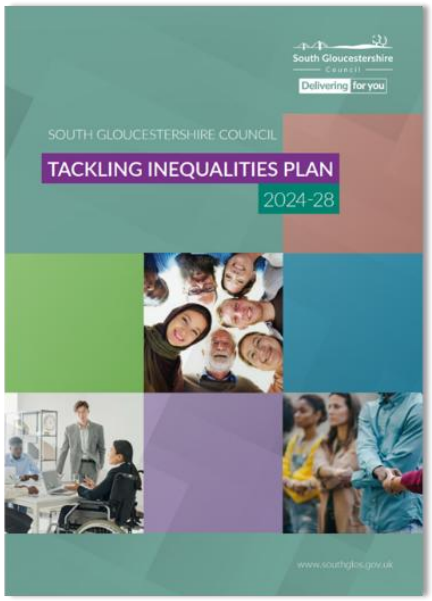
Aligned to the Council Plan is the Tackling Inequalities Plan 2024/28 which sets out 60 objectives for the successful delivery of the Council Plan goal of "*helping to reduce inequalities*".

These 60 objectives are grouped under 10 'Priority Area' headings. These Priority Areas have been identified as such because they are the areas where national and local research, and our engagement and consultation activity with organisations, communities, groups and individual residents all combine to evidence the largest and most significant inequalities, which ultimately negatively impact upon individual residents and their families, and our area as a whole.

South Gloucestershire Council Plan 2024/28



South Gloucestershire Council Tackling Inequalities Plan 2024/28



The Equality Priority Areas set out in the council's Tackling Inequalities Plan 2024/28 are:

1. Health and Wellbeing
2. Educational attainment and experience
3. Poverty & financial hardship
4. Housing
5. Adult Social Care
6. Children's Social Care
7. Employment
8. Accessibility, especially in terms of:
   - digital inclusion,
   - transport,
   - the built and natural environment, and
   - access to the wider economy
9. Tackling inequalities as part of work to address the Climate and Nature Emergency
10. Hate Crime

Progress to date

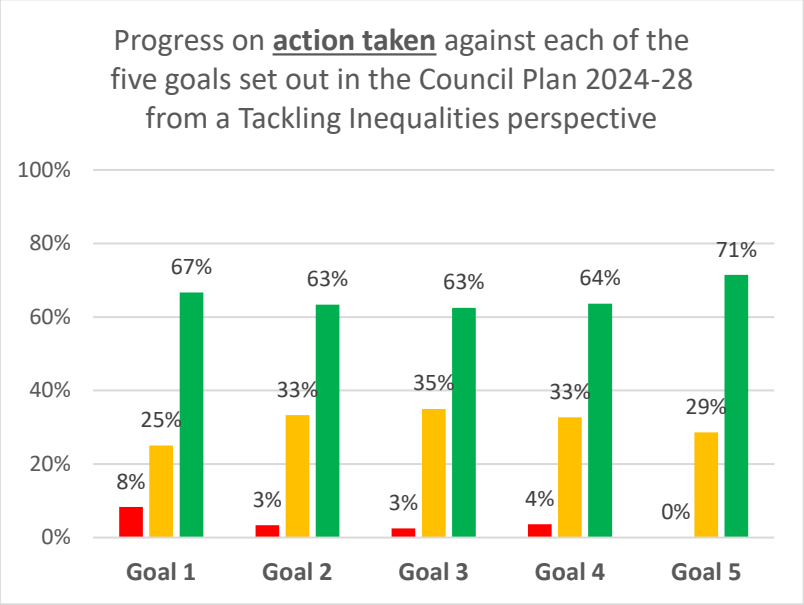
Council Plan

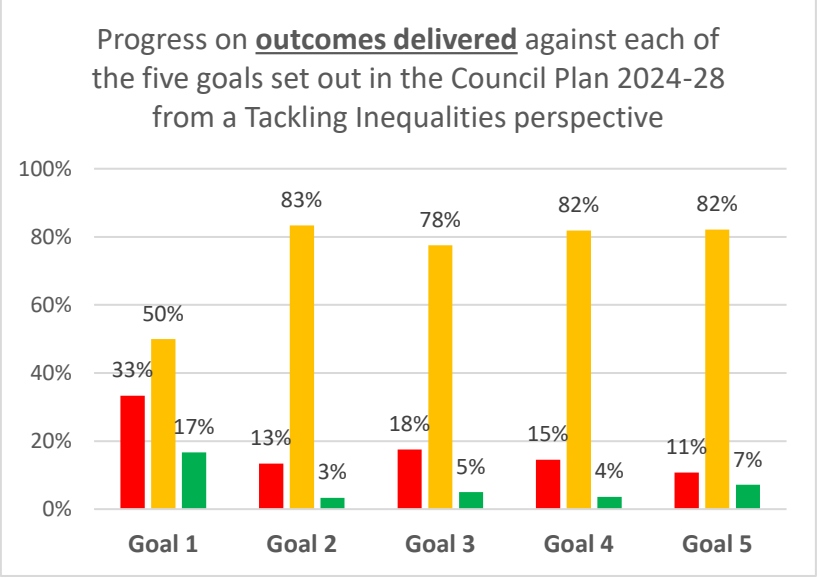
The Council Plan 2024-28 contains 5 key Goals as follows:

Goal 1 – We will respond to the climate & nature emergency
Goal 2 – We will help reduce inequalities
Goal 3 – We will support children & young people to thrive
Goal 4 – We will support wellbeing and independence in our communities
Goal 5 – We will build better places with secure, affordable housing and good, sustainable transport links

The following graphs show overall progress made on **action taken** and **outcomes delivered** against each of the five Goals from a Tackling Inequalities perspective, as at 31 March 2025.

NB. This information will be updated to provide the position as at 31st March 2026 post consultation.





Tackling Inequalities Plan

The following information provides an overview of the council's position against the objectives set out in the Tackling Inequalities Plan 2024-28 **as at 31st March 2025**.

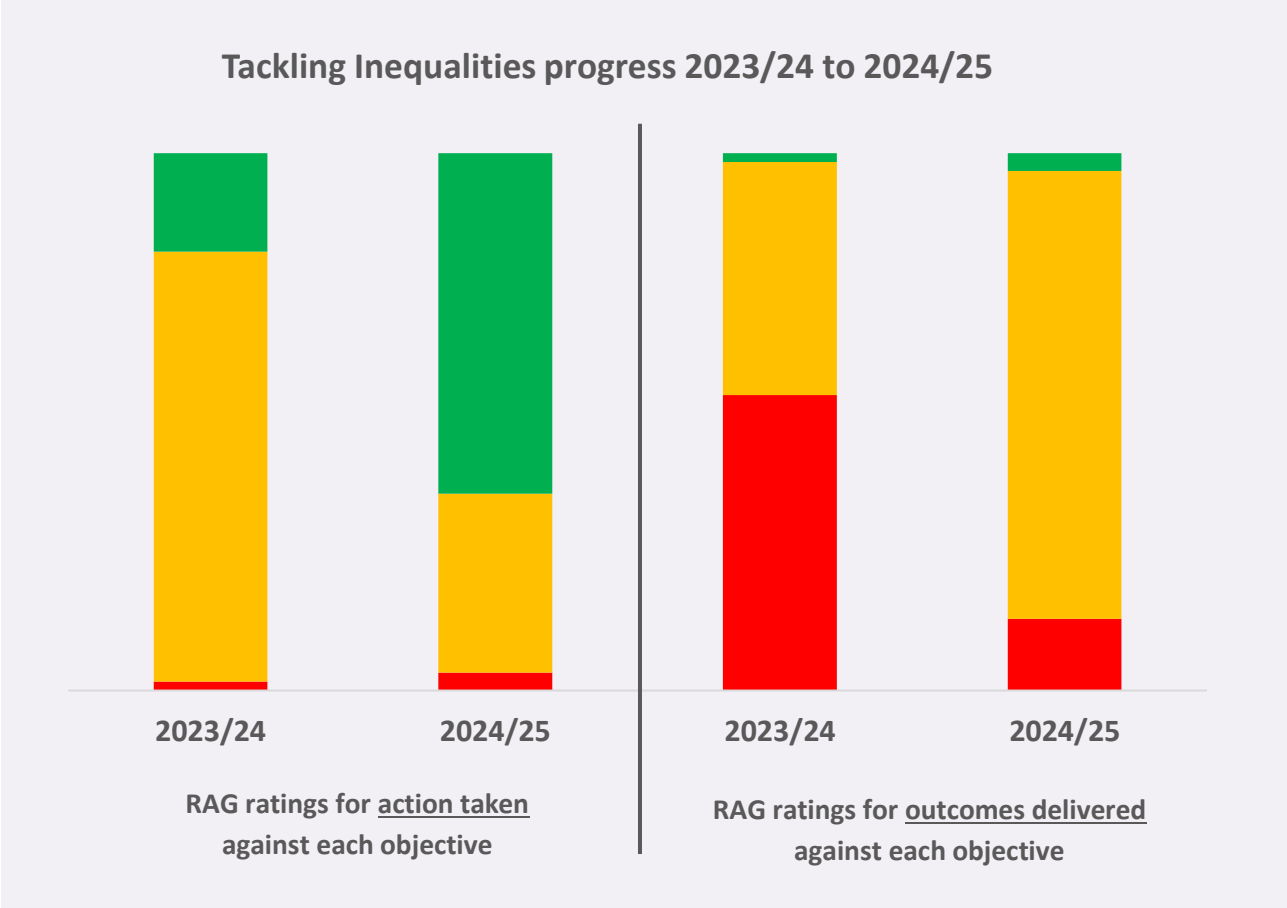
NB. This information will be updated to provide the position as at 31st March 2026 post consultation.

The following RAG Rating descriptors are used to set out our position against each objective:

ACTIONS		OUTCOMES	
RAG Rating descriptors for action taken towards individual objectives		**RAG Rating descriptors for outcomes delivered towards individual objectives**	
	Limited action has been taken towards the objective		No/very limited progress has been made towards the objective outcomes in this area
	Some action has been taken/ action is underway towards the objective		Some progress is being made towards the objective outcomes, with some evidence of reductions in inequalities
	Strong action or all planned actions have been made towards the objective		Strong progress is being made or has been made towards the objective outcomes with evidence of sound reductions in inequalities

This approach is important, because the overarching aim of the Tackling Inequalities Plan is to reduce and ultimately eliminate inequalities that are faced by our residents. At the same time, we know that there is no 'quick fix' or short-term approach that will successfully eliminate inequalities across all areas of life. However, through our Tackling Inequalities Plan we have clearly set a working principle of continuously and persistently meeting the challenges head-on. As such, this report measures our progress against both action (the extent to which we are persistently taking action to eliminate inequalities) and the outcomes of that action (assessing that we are being truly effective in delivering 'on the ground' for the benefit of all our communities).

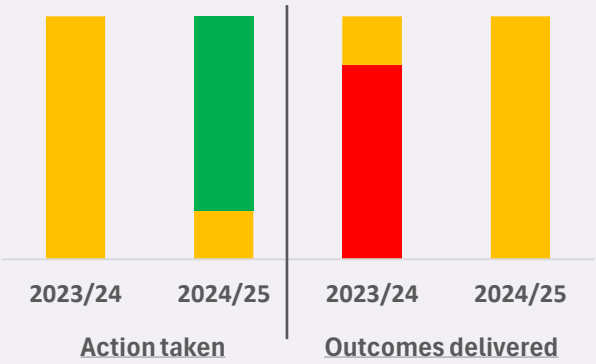
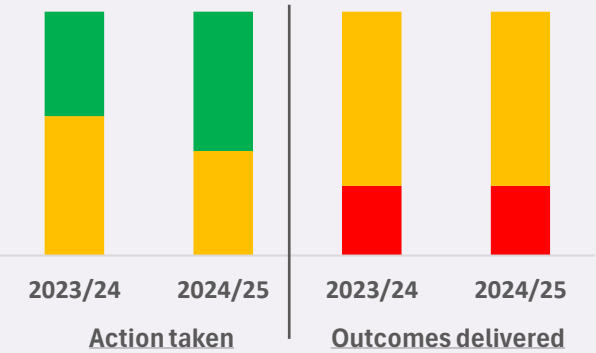
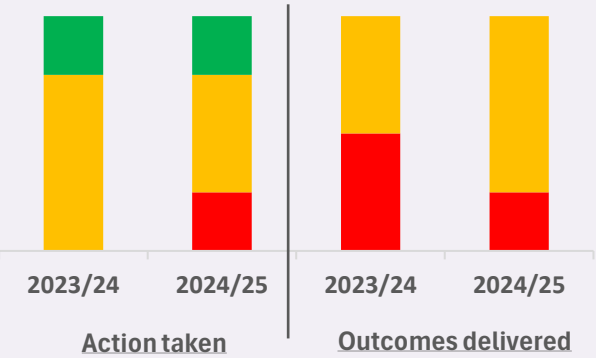
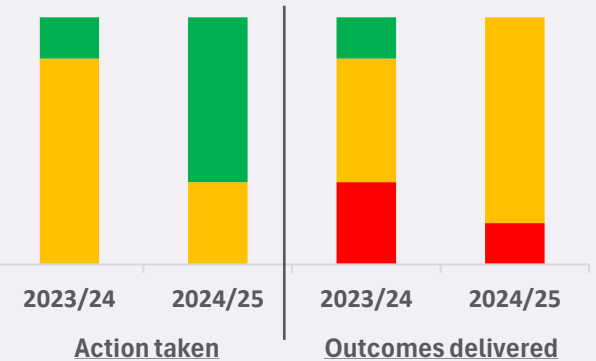
The chart below shows overall progress made on **action taken** and **outcomes delivered** towards individual objectives, as at 31 March 2025.



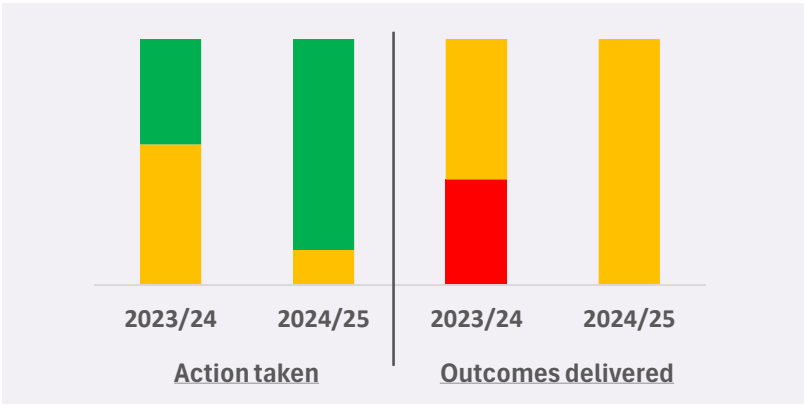
The following table shows the data above in table format:

RAG ratings	Actions taken		Outcomes delivered	
	2023/24	2024/25	2023/24	2024/25
Number of objectives rated Green	11	38	1	2
Number of objectives rated Amber	48	20	26	50
Number of objectives rated Red	1	2	33	8
Comment:	**Good progress** is being made on actions that will help deliver the objectives set out in the Tackling Inequalities Plan 2024/28.		Outcomes for residents are **improving** as a result of the actions being taken.	

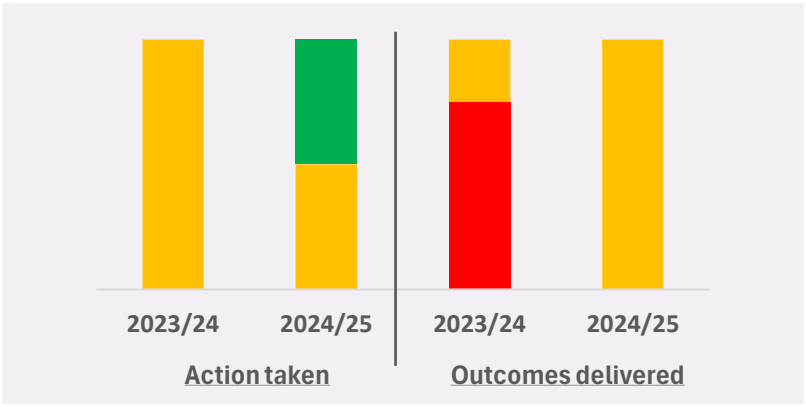
The charts below show the RAG rated progress against each Priority Area's objectives for the years 2023/24 and 2024/25.

Priority Area	RAG rated progress from 2023/24 to 2024/25
Health and Wellbeing	
Educational attainment and experience	
Poverty and financial hardship	
Housing	

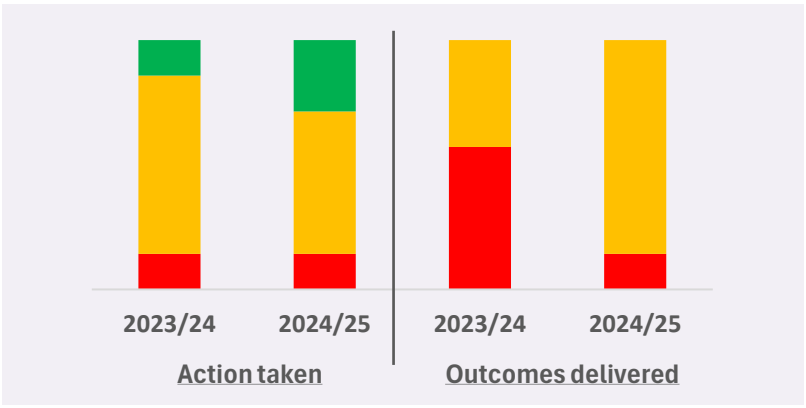
Adult Social Care



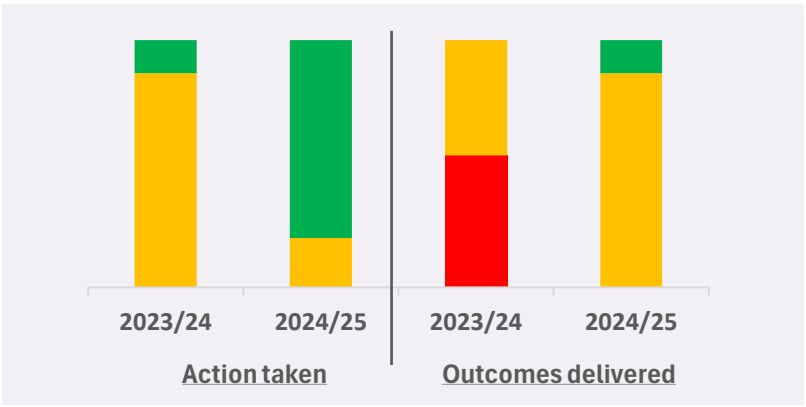
Children's Services



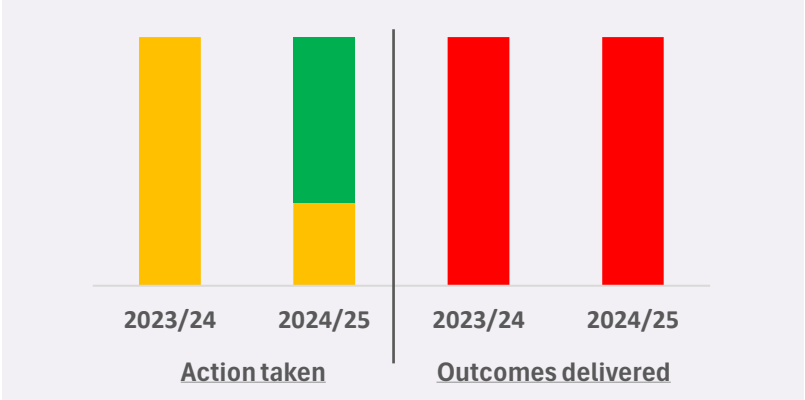
Employment



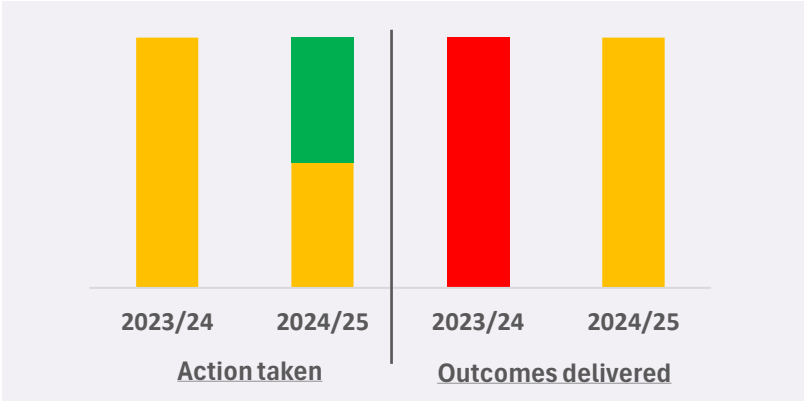
Accessibility



Tackling Inequalities as part of work to address the Climate and Nature Emergency



Hate Crime



The table below shows RAG rated progress against each of the individual 60 objectives set out in the council's Tackling Inequalities Plan 2024/28 as at 31 March 2025.

Priority Areas	Objectives	RAG rating – Action taken		RAG rating – Outcomes delivered	
		2023/24	2024/25	2023/24	2024/25
Health and Wellbeing	i. We will develop a new delivery model of NHS Health Checks (commissioned by Public Health through GPs) to increase the uptake in priority groups including people from Black African, Black Caribbean and South Asian heritage, men and people living in areas of high deprivation.				
	ii. We will ensure that all public health commissioned services have identified inequalities relevant to that service and are actively reducing them.				
	iii. We will ensure that additional Stop Smoking funding (2024-2027) and Swap to Stop pharmacotherapy allocations are used to expand access and availability of evidence-based support. As smoking rates are significantly higher within areas of high deprivation, and some treatment and care populations are at increased risk of harm from smoking (maternity, CVD, Respiratory, mental health) we will prioritise high coverage and access for these populations, using a proportionate-universalism approach.				
	iv. We will ensure the redesigned tier 2 healthy weight service is targeted and accessed by those most in need including men, those living in areas of high deprivation, pre-and-post natal women.				
	v. We will work to support people moving into the area as part of Resettling Communities to access health and wellbeing services.				
Educational attainment and experience	i. We will work in partnership with schools to improve attendance and reduce levels of persistent absence to ensure that pupils have the best opportunities to learn and attain.				
	ii. We will work in partnership with schools to reduce levels of fixed-term and permanent school exclusion to ensure that pupils have the best opportunities to learn and attain.				
	iii. We will continue to monitor elective home education levels, supporting families to make appropriate choices for their children.				
	iv. We will work in partnership with our schools to support them in improving pupil attainment.				
	v. We will work in partnership with our schools to support them in improving pupil wellbeing.				
	vi. We will continue with our successful Equality in Education Taskforce which delivers specific work in respect of Race Equality, LGBTQ+ Equality and addressing the negative impact of socio-economic disadvantage.				
	vii. We will work to support children and young people within our Resettling Communities moving into the area to thrive in education.				

Priority Areas	Objectives	RAG rating – Action taken		RAG rating – Outcomes delivered	
		2023/24	2024/25	2023/24	2024/25
Poverty and financial hardship	i. Working with our communities we will increase take-up of available financial support to those known to be disproportionately impacted by financial pressures.				
	ii. We will increase the number of people taking up benefits that they are entitled to.				
	iii. We will reduce the gap between eligibility of Free School Meals and actual take up.				
	iv. We will move away from a crisis response to a strategic medium/long-term approach of tackling inequality/financial inequality through the adoption and implementation of a Financial Wellbeing Framework. We will work with communities to develop specific actions.				
Housing	i. We will increase the supply of high-quality housing to meet identified need.				
	ii. We will reduce fuel poverty by providing home improvements for low-income households.				
	iii. We will support people to maintain and adapt their homes to meet current and future needs (age well at home).				
	iv. We will ensure appropriate provision is made for Gypsy, Roma, Traveller accommodation and increase the supply of Gypsy, Roma, Traveller pitches to meet need.				
	v. We will take a cross-department approach to identify the issues leading to, and those at risk of, homelessness, especially amongst LGBTQ+ communities, and develop a strategy to improve access to focused homelessness advice and support and safe housing.				
	vi. We will work to support people moving into the area as part of Resettling Communities to access housing.				
Adult Social Care	i. We will ensure high satisfaction levels across all adult social care service users.				
	ii. We will ensure excellent Care Homes in South Gloucestershire which meet the needs of all.				
	iii. We will deliver excellent Home Care services for all.				
	iv. We will assess our commissioning approach to Home Care to ensure it sufficiently reflects the changing needs arising from increasing diversity in our community.				
	v. Adult Social Care – we will increase the proportion of older people (over 65yrs) who are still at home 91 days after discharge from hospital.				

Priority Areas	Objectives	RAG rating – Action taken		RAG rating – Outcomes delivered	
		2023/24	2024/25	2023/24	2024/25
	vi. We will ensure excellent reablement services which meet the needs of all diverse service users.				
	vii. We will increase independent living opportunities for people with Learning Disabilities.				
Children's Services	i. All children and families get the Right help in the Right way at the Right time.				
	ii. We want the children in our care, or who have been in our care to have a safe, stable home, be thriving and be prepared for a successful adult life.				
	iii. We will treat all children and families with respect, we will listen make a positive difference to them.				
	iv. We will work with care leavers to co-produce changes to Council policy and processes that provide more recognition and reassurance that we value them.				
Employment	i. We will reduce the Gender Pay gap in South Gloucestershire Council				
	ii. We will reduce gaps in employee satisfaction levels between protected characteristic groups in South Gloucestershire Council				
	iii. We will improve management representation according to protected characteristic in South Gloucestershire Council.				
	iv. We will improve staff representation in South Gloucestershire Council.				
	v. We will reduce disparities in Adult Education outcomes, especially in terms of positive destinations post qualification.				
	vi. As a core component of the work of the South Gloucestershire Partnership, we will prioritise representation in Green Skills and job participation by those who are under-represented.				
	vii. We will work to support people moving into the area as part of Resettling Communities to thrive in employment.				
Accessibility, especially in terms of digital	i. We will increase opportunities for residents to become digitally active, especially disabled people, older people and people on lower incomes.				
	ii. We will maintain and improve bus stops and shelters to support access to public transport, especially people with access needs.				

Priority Areas	Objectives	RAG rating – Action taken		RAG rating – Outcomes delivered	
		2023/24	2024/25	2023/24	2024/25
inclusion, transport, the built and natural environment and access to the wider economy	iii. We will work with the West of England Combined Authority (WECA) to support delivery of the regional Bus Service Improvement Plan.				
	iv. We will work to improve accessibility on our high streets.				
	v. We will work to improve mobility facilities at uncontrolled crossing points in priority areas.				
	vi. We will work to improve accessibility to parks and open spaces.				
	vii. We will undertake accessibility audits of our public toilets and deliver prioritised work to enhance accessibility for all.				
	viii. We will undertake accessibility audits of our libraries and deliver prioritised work to enhance accessibility for all.				
	ix. We will undertake accessibility audits of our One Stop Shops and deliver prioritised work to enhance accessibility for all.				
	x. We will deliver more Changing Places Toilets in South Gloucestershire so that everyone, regardless of their access needs or disability can use a toilet facility with dignity and hygienically.				
	xi. We will work in partnership with Circadian Leisure Trust to support work which enhances accessibility to both facilities and activities.				
	xii. We will ensure that local planning policies enable new housing to be served by appropriate levels of infrastructure (services and facilities) to meet the needs arising from the development e.g., bus links, pavements, accessible and attractive green spaces, health facilities and schools etc.				
	xiii. We will improve the accessibility of information about Council services to Gypsy, Roma, Traveller communities and continue to improve understanding and meet the needs of Gypsy, Roma, Traveller communities by ensuring a robust and accessible means of getting their voices heard.				
	xiv. We will celebrate Gypsy, Roma, Traveller History Month annually, and we will continue to celebrate LGBT History Month, International Women's Day, International Day for Persons with Disabilities and Black History Month.				
	xv. The Council business support programme will incorporate delivery of: - A targeted "Women in Business" measure as part of the wider business ecosystem development. - A focussed, business support measure aimed towards driving employment growth. Particularly in areas of higher unemployment and within under-represented groups.				

Priority Areas	Objectives	RAG rating – Action taken		RAG rating – Outcomes delivered	
		2023/24	2024/25	2023/24	2024/25
Tackling inequalities as part of work to address the Climate and Nature Emergency	i. We will communicate the local impacts of a changing climate and the likely risks that all our diverse communities and individuals will face.				
	ii. We will build individual and community resilience to the impacts of a changing climate.				
	iii. We will support a Just Transition in moving to a zero carbon and climate resilient economy.				
Hate Crime	i. We will prevent crime where the victim believes they have been targeted specifically because of their personal characteristics including: Disability; Race; Religion; Sexual Orientation; Gender; Transgender identity.				
	ii. We will deliver a wide range of hate crime support to people moving into the area as part of Resettling Communities, with a clear focus on supporting LGBTQ+ resettling communities.				

SECTION 3 – AREAS OF FOCUS

Proposed options for the Council Revenue Budget and Capital Programme 2027/28 are set out below. The areas of focus were developed balancing the need to make some difficult choices, while also maintaining commitment to prioritise services that support those in greatest need. First and foremost, we want to make sure that we deliver our existing services more effectively. We strongly believe that improving efficiencies in our systems can help us reduce significant costs.

Our priorities for developing these areas of focus were varied, including:

- improving the efficiency of internal processes and services.
- exploring ways to reduce cost of services, while maintaining the quality of support.
- prioritising support and interventions that prevent care needs from escalating.
- assessing our procurement and provider network and explore whether some services currently provided directly by the council could be delivered more efficiently by alternative providers.
- reviewing services where spending is higher than comparable councils and embedding learning from other councils.
- continuing work with town and parish councils to transfer ownership or management of local assets such as parks, allotments, playgrounds and open spaces, giving communities a greater role in local decision-making.

All feedback received as part of the consultation in respect of the proposed options will be analysed and will inform a Full EqIAA – both this Initial EqIAA and the Full EqIAA form part of the decision-making process.

The proposals are grouped under the following headings:

1. Making services and the council more efficient
2. Making Better Use of council Assets
3. Ensuring better value for money
4. Reviewing Local Services
5. Promoting independence and prevention in adult social care
6. Delivering adult social care more efficiently
7. Ensuring fair and sustainable funding of adult social care
8. Providing earlier support to children, young people and families
9. Providing care, accommodation and support for children and young people more effectively
10. Reviewing transport arrangements so they are sustainable and affordable

- Council Tax and the Adult Social Care Precept

In addition to the proposed options set out below, the council will continue to explore further opportunities to save money or generate additional income and will consult on these separately from the formal budget-setting process where needed – from the formative stages, EqIAAs will be developed in relation to any further opportunities.

Area of Focus Descriptions

NB. This information will be updated taking account of feedback received post consultation.

1. Making services and the council more efficient

We are looking for ways to improve how you access our services while also reducing the cost of delivering them. This includes making services simpler and easier to use, reducing unnecessary administration, improving the use of technology and finding more efficient ways of working. The aim is to improve residents' experiences while directing more resources towards frontline services.

Ideas under consideration include:

- Improving online and digital services.
- Simplifying customer journeys and making it easier for people to get things done first time.
- Ensuring systems and processes work better together, reducing duplication and unnecessary administration.
- Finding more efficient ways to work across departments and teams.
- Making better use of technology to deliver services and improve productivity.

Initial Assessment of Equalities Impacts

There are clear positive impacts across communities in respect of ensuring that these proposals are delivered – making services easier to access and use provides real benefits to residents, as well as the council itself (getting things done first time results in greater efficiency for all, providing better value for money).

In respect of the use of technology, we know that some people are less likely to be digitally active. National research[1] identifies that 85% of people are confident online, and also that 2.2million people are offline:

- Those left offline are more likely to be older or in ill health:
- 66% of those offline are aged 65+;
- 48% of those offline are in ill health.
- People who are offline are 2.4x more likely to lack qualifications than those who are comfortably online.
- People who are offline are 2.5x more likely to be on a low income.

These national findings are borne out by information held locally by the council which shows:

- During 2026 (up to 24th September 2026), 97% of people accessing digital support from volunteer Community Digital Champions in One Stop Shops and Libraries were aged 60+.
- Over the 11-year period between 2013 and 2023, an average of 62.9% of residents responding to council consultation supported the council "*making more services available online*"; in comparison, the level of support was 49.4% for people aged 65+ and 50.5% for disabled residents.
- Over the 8-year period between 2016 and 2023, an average of 65.5% of residents responding to council consultation supported the council "*using digital technology more widely to support the delivery of services*"; in comparison, the level of support was 55.3% for people aged 65+ and 54.4% for disabled residents.

[1] Digital Nation | The UK's Digital Divide | Good Things Foundation

It is therefore important when assessing how technology can improve residents' experiences, that clear account is taken of this evidence in order that people are not inadvertently negatively impacted.

Broadly, this means ensuring that a variety of methods are in place which ensure that a full range of accessibility needs are planned for. Specifically, ensuring this will be achieved as part of individual EqIAAs relating to the design and implementation of work seeking to make services easier to access and use.

Overall, this proposal brings potential for negative impacts, however, these will be mitigated through ensuring individual EqIAAs are conducted as part of the design and implementation of any work moving forwards.

There are also proposals with an internal focus; this includes 'behind-the-scenes services' such as finance, staffing, technology and communications and reducing costs such as heating and cleaning.

Impacts in relation to this are largely relevant to staff. Any changes impacting staff (such as changes to roles, teams etc.) are subject to the council's comprehensive Workforce Change Procedure. This Procedure ensures EqIAAs are central to all and any work, and analyse workforce data in order to identify any potential disproportionate impacts along with mitigations where appropriate. It is worth noting that data relating to the gender pay gap, staff representation and staff satisfaction levels all show no significant disproportionality over time – this means that application of the Workforce Change Procedure over time, has resulted in no disproportionately negative impacts for any staff 'groups'. This is a positive finding which provides confidence that the Procedure (which itself has been equality impact assessed) consistently takes close account of equality related impacts.

Overall, this proposal brings potential for negative impacts, however, these will be mitigated through ensuring continued implementation of the robust Workforce Change Procedure.

2. Making Better Use of Council Assets

We are further exploring opportunities to make better use of the buildings, land, vehicles and financial resources owned or managed by the council. The aim is to reduce ongoing costs, generate savings and ensure public assets deliver the greatest possible benefit for residents and communities.

Ideas under consideration include:

- Reviewing how council buildings and office space are used and whether they are still needed.
- Exploring opportunities for local community organisations to take on the management of community spaces and facilities.
- Making sure land, buildings and other assets are providing value for residents.
- Reviewing how council vehicles and equipment are used to identify efficiencies.
- Reducing energy use and running costs across council-owned buildings and facilities.
- Managing investments and financial resources effectively to support council priorities.
- Exploring opportunities to invest now to reduce costs in future years.

Initial Assessment of Equalities Impacts

Impacts in relation to the majority of ideas under consideration are largely relevant to staff. Any changes impacting staff (such as changes to roles, teams etc.) are subject to the council's comprehensive Workforce Change Procedure as covered in item 2 above.

In respect of opportunities for local community organisations to take on the management of community spaces and facilities, it will be important to ensure that a full range of groups are engaged in all opportunities moving forwards. This will bring with it a full diversity of options and will enable the council to consider alignment to its Tackling Inequalities Plan objectives and full spectrum of evidence in respect of inequalities.

3. Ensuring better value for money

The council is exploring opportunities to ensure council services provide the best possible value for residents and taxpayers. We will learn from other councils if they are able to deliver similar services at lower cost. We will redesign services if this maintains service levels at lower cost. We will review and renew our procurement frameworks to find the best providers and suppliers while maintaining outcomes. We will consider whether there are different ways of delivering services, opportunities to reduce costs, and ways to make better use of resources so that funding can be focused on the services that matter most.

Initial Assessment of Equalities Impacts

There are no specific equalities related impacts which have been identified at this stage. However, it is important to note that moving forwards individual projects will require robust EqIAAs.

Continuing to provide services more efficiently (offering the best value for money for residents and taxpayers) whilst maintaining outcomes that people experience is clearly a positive ambition. At the same time, we know 'outcomes' are often experienced differentially by some communities. Some examples of this include:

- Disproportionate suicide rates experienced by males.
- Lower pupil attainment rates in schools for dual heritage 'white and black Caribbean' heritage pupils, and for white British boys who are eligible for Free School Meals.
- LGBTQ+ pupils in South Gloucestershire report higher rates of bullying, feeling unsafe at school, and poorer mental wellbeing compared to heterosexual and cisgender peers; LGBTQ+ pupils are also more likely to worry about discrimination linked to their ethnicity, sexuality, gender, or disability.
- Homelessness, particularly hidden forms, such as sofa-surfing and unstable short-term accommodation, is a prevalent issue among LGBTQ+ individuals, with evidence suggesting as many as one in five experiencing it at some point in their lives.
- Older LGBTQ+ adults are more likely to live alone and lack traditional family support, increasing reliance on formal care services.
- Increasing levels of reported hate crime in South Gloucestershire.
- Deaf and Hard of Hearing people face communication barriers to accessing information about key public services; Deaf people are twice as likely to have high blood pressure and four times as likely to be at risk of diabetes.
- Boys are more likely to be above a healthy weight, as are children living in poverty; the most significant gaps are experienced by children from 'Black' and 'Asian' ethnic groups.
- People at higher risk of alcohol or drugs related harms are: people on a low income, men, older people, adults with learning disabilities, people from the 'White British' ethnic group, people identifying as LGBTQ+ and Armed Forces Veterans.
- Experience of poverty - children and adults in low-income households are more likely to, for example: have poorer educational outcomes, and have lower paid work as an adult than their peers; have a shorter life expectancy and healthy life expectancy; live in areas more impacted by poor air quality; live in poor quality housing; be an unhealthy weight; develop preventable long term health conditions.
- Our research, insights and consultation work, tell us that the people least likely to want to see higher levels of increases to Council Tax as well as being those disproportionately more likely to be living on lower incomes and experiencing financial insecurity include:
  - Families with children
  - Younger adults <45
  - Women
  - People from many Black, Asian and Minority Ethnic groups,
  - People who are renting (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups)

  - People who have been unemployed or experienced long-term sickness (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups and disabled people)
  - Disabled people
- Council data indicates that residents from minority ethnic groups and younger adults are least satisfied with adult social care services. The data also indicates that residents from minority ethnic groups are proportionally more likely to be subject of a mental health act assessment and/or be detained under the Mental Health Act.

At the same time as evidence demonstrating a wide range of significant inequalities, we know that there are highly significant benefits – morally, socially and economically – of addressing these issues – a wide range of benefits are clearly set out at Appendix 1. In working towards the realisation of these benefits across South Gloucestershire, the council has in place it's robust Tackling Inequalities Plan setting out 60 key objectives – and reports progress against these on an annual basis (see Annual Tackling Inequalities Reports[2]). In addition, the council has in place an annual programme of research which produce clear recommendations (see Living Proud in South Gloucestershire report[3] for an example) for work which will improve 'outcomes' and ultimately realise the moral, social and economic benefits set out.

This approach is highly important as, in summary, it means that the council has in place a continuous approach to 1) identifying issues of inequality, 2) putting in place objectives and actions to address them, and 3) measuring the impact (benefits) of those actions.

As previously mentioned, delivering the best value for money for residents and taxpayers whilst maintaining outcomes that people experience is clearly a positive ambition, and this ambition is backed-up by embedded, proactive approaches to identifying inequalities as well as clearly set out information for what is intended to be accomplished by tackling those inequalities.

This means that when working to identify different ways of delivering services that could provide better value for residents the council is in a robust position to achieve this ambition in ways which tackle (not ignore or exacerbate) inequalities faced by communities.

Reviewing and renewing procurement frameworks brings significant potential to ensure that work to tackle inequalities is advanced through ensuring robust requirements for tackling inequalities across procured goods and services.

All and any changes to services will be subject to the council's EqIAA process and it is noted that work with South Gloucestershire Equalities Voice expert partners will continue during 2027/28 as a way of ensuring expert challenge and innovation in ways which advance equality and continue to work towards the accomplishment of the range of benefits set out.

[2] Reporting on equality and diversity | BETA - South Gloucestershire Council

[3] Living Proud in South Gloucestershire

4. Reviewing Local Services

We will consider how local road, grounds maintenance and street services could be delivered more efficiently, including potential changes to service levels and local delivery arrangements.

Ideas under consideration include:

- ensuring local road, ground maintenance and street services continue to provide good value for money. This includes exploring how highway maintenance, grounds maintenance, cleaning services and grit bins are delivered, and whether there are alternative ways of providing services while maintaining outcomes for residents.
- Keeping all Household Waste and Recycling Centres open and exploring opportunities to ensure they continue to provide good value for money and meet the needs of residents. This includes reviewing current opening hours, patterns of usage and operating costs to understand whether services could be delivered more efficiently while maintaining access for residents. Any changes would seek to balance convenience, demand and affordability as part of the council's wider approach to financial sustainability.

Initial Assessment of Equalities Impacts

In respect of the proposals surrounding roads, grounds, and street services, there are a range of factors for consideration, particularly in respect of accessibility. As borne out by analysis of Streetcare data collected in the 9-year period between 2017 and 2025, winter services such as the provision of grit bins are of high value to residents, especially older and disabled people as they make a clear contribution to supporting people's independence during winter weather. Public open spaces and parks are also highly valued by residents, and ensuring accessibility for all is highly important ('Accessibility' is a priority area set out in the Tackling Inequalities Plan 24/28). There is significant evidence that these spaces and services make a clear contribution to people's mental and physical health and wellbeing.

Between 2017 and 2025, there have been 5 biannual Streetcare Satisfaction Surveys. The results over this time period show an average satisfaction level with Household Waste and Recycling Centres (HWRCs) of 69% with no significant disparities in respect of any protected characteristic group (although people aged 45-54 and aged 75+ have a slightly lower satisfaction level than the average). Recent changes to the way in which HWRCs operate have seen the implementation of a booking system which has significantly reduced queuing and waiting times for residents. Accessibility has been a central consideration in these changes, bringing both digital and non-digital booking options for residents as well as ensuring contact options such as British Sign Language. Support is also available for residents at HWRCs.

Overall, in respect of these options, there is potential for negative impacts for residents, particularly older people, and disabled people. Moving forwards, clear EqIAAs in respect of any specific changes will be conducted; the council holds significant information in respect of resident views and needs, and as such is in a strong position to ensure these EqIAAs deliver high levels of accessibility in respect of these services moving forwards.

5. Promoting independence and prevention in adult social care

We will explore ways to reduce demand for higher-cost care and support by helping people remain independent for longer.

Ideas under consideration include:

- Expanding the use of equipment and technology that help people remain safe and independent at home.
- Embarking on a falls prevention and practical support programme targeted at older and vulnerable people. By reducing the number and severity of falls, it is expected to reduce the need for costly care and support following a fall.
- Sourcing and providing more suitable local housing for adults.
- Simplifying the process of setting up and managing direct payments (cash payments the council makes to people with eligible social care needs), allowing them to arrange and purchase their own care and support and making it easier for people to access and use this option.

Initial Assessment of Equalities Impacts

Expansion of the use of equipment and technology to help people remain safe and independent at home brings clear potential for positive impacts, especially in respect of older and disabled people. This is also true of falls prevention work. Evidence from South Gloucestershire's Assistive technology service demonstrates that personalised technology interventions can increase independence and positive outcomes for residents. This is demonstrated in the person-centred Stories of Difference which present anonymised case studies of resident benefits and satisfaction.

It is worth noting that this work positively impacts both on recipients of services and has wider positive impacts for individuals and communities through reducing need for more costly care.

The provision of more suitable local housing also brings the potential for positive impact. It is important to note that 'suitable' housing can mean different things for different people. For example, our recent research work (Living Proud in South Gloucestershire[4]) tells us that "…*whilst many challenges associated with ageing are shared across LGBTQ+ and heterosexual and cisgender groups, evidence has suggested that some of these can be compounded for LGBTQ+ people. For LGBTQ+ people, these circumstances can bring unique challenges if services are not inclusive or sensitive to their identities and experiences. Factors such as a higher prevalence of certain health risk behaviours, as well as experiences of discrimination or stigma, can shape health and wellbeing in later life. LGBTQ+ older people may be more likely to live alone and face specific barriers to access or effective support within residential living facilities. Highlighting and understanding these challenges is therefore particularly important to ensure that adult social care provision and access to adult social care services is equitable and responsive to the needs of LGBTQ+ people*". The research tells us that "*LGB people have heightened concerns about moving into specialist housing, with current housing and support services for older people not often seen as the type of safe or welcoming accommodation and support they need*".

Recognising these matters and ensuring that they are robustly considered as part of the development of actions to advance equality is essential. This will be achieved through the development of specific EqIAAs for each 'project' moving forwards.

[4] Living Proud in South Gloucestershire

6. Delivering adult social care more efficiently

We will improve the ways in which care and support services for adults are commissioned, delivered and purchased.

Ideas under consideration include:

- Identifying further opportunities to provide high-quality care and support for working-age adults in a more cost-effective way. This may include making better use of existing services, improving contract arrangements and choosing options that help people stay independent for longer.
- Seeking improved procurement arrangements for live-in care, which is provided when an adult's needs require a carer to live with them. This would enable access to pre-approved providers, offering better value for money. This aims to strengthen consistency and quality of service, supporting people's independence or delivering cost-effective provision where live-in care is the most appropriate option.

Initial Assessment of Equalities Impacts

The Protected Characteristics of 'Age' and 'Disability' are clearly relevant to these proposals as they concern social care services targeted at adults.

Improving the ways in which services are commissioned brings opportunity to ensure that contract arrangements specifically build on current equalities related requirements. The council already requires commissioned services to have in place a range of practices to enhance inclusion, however, this work will present opportunities to design further enhanced arrangements to further progress these requirements. Examples include ensuring that we take into account the range of new and maturing evidence that the council has in place (covering for example, the needs of Armed Forces Veterans, LGBTQ+ communities, issues relating to language and cultural needs, and differential access to information and advocacy etc.). EqIAAs in relation to this work will ensure that work to improve contract arrangements builds in our evidence from the outset of design.

Live-in care is particularly used by older adults. A stronger specification, improved oversight and a reabling approach brings potential to support independence and better outcomes.

There is a risk of negative impact if access reduces without suitable alternatives, therefore, individual outcomes, choice, independence and safeguarding will remain central. Any changes must strongly assess access to appropriate care and ensure reasonable adjustments, communication needs, advocacy and safeguarding.

The proposal may support better use of public resources and more consistent access to appropriate care. However, financial circumstances, family expectations and ability to navigate care options may influence preferences for live-in care. Clear communication, advocacy and fair authorisation will be important to avoid disadvantaging people with lower income, limited support networks or reduced ability to self-advocate.

7. Ensuring fair and sustainable funding of adult social care

We will review our funding arrangements to ensure they are applied consistently. We will further ensure that the council pays only for the support it is responsible for funding.

Ideas under consideration include:

- Identifying areas where charging arrangements for services are not being applied fairly and consistently. This may result in charges being introduced or applied more consistently, where appropriate, while ensuring any changes remain lawful and proportionate. Charges for adult social care are statutorily regulated and significantly means-tested, which means that lower income clients are usually protected from any charging changes that may be applied.

Initial Assessment of Equalities Impacts

The proposals in respect of identifying people who may be eligible for an NHS contribution bring opportunity for adults, particularly older adults, disabled people and people with long-term health needs to benefit where assessments and reviews bring access to NHS funding to which they are entitled. This would also reduce the risk of inappropriate local authority funding. The proposal is likely to support fair access to Continuing Healthcare and S117 funding where eligibility is met and as such, bring positive impacts.

In respect of charging arrangements, the proposal brings potential to have a financial impact for service users, in particular people with lower incomes, people with limited savings, or people already experiencing debt or difficulty paying contributions. In respect of this, we know those disproportionately more likely to be living on lower incomes and experiencing financial insecurity include:

- Families with children
- Younger adults <45
- Women
- People from many Black, Asian and Minority Ethnic groups,
- People who are renting (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups)
- People who have been unemployed or experienced long-term sickness (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups and disabled people)
- Disabled people

Mitigations include robust financial assessment, clear information, advocacy, signposting to advice, proportionate debt prevention and recovery arrangements, and hardship consideration.

8. Providing earlier support to children, young people and families

We will explore how earlier support and intervention can help children, young people and families get the right help sooner and prevent needs from escalating. This includes helping children remain safely with their families where possible and supporting children and young people with additional needs. The aim is to improve outcomes, promote independence and reduce the need for more intensive support later.

Ideas under consideration include:

- Providing intensive, practical support to families facing complex difficulties so that children can safely remain with, or return to, their family network wherever possible.
- Ensuring appropriate access to short breaks and other financial support for children with disabilities and their families.
- Providing earlier intervention for children and young people with mental health, learning or developmental needs in schools and care settings
- Better understanding the journey of care users, so that we can identify where earlier support, investment and interventions are likely to achieve better outcomes.
- Providing better early intervention for children and young people with mental health needs or additional learning and developmental needs.

Initial Assessment of Equalities Impacts

The ideas under consideration are largely aimed at bringing about improved outcomes for children, young people and families. The provision of intensive, practical support so that children can safely remain with, or return to, their family network, and the provision of earlier intervention for children and young people with mental health, learning or developmental needs are clearly actions with significant potential to bring positive impacts for people.

Any review of short breaks and financial support for disabled children and their families will be accompanied by robust EqIAAs. Ensuring that eligible needs continue to be met and reasonable adjustments are made in communication, assessment and review processes will be a clear part of this EqIAA approach.

Overall, should these ideas be taken forwards, ensuring that strategy and actions are developed in conjunction with EqIAAs, taking account of diverse needs, will be essential.

9. Providing care, accommodation and support for children and young people more effectively

We will explore how care, accommodation and support for children in care, care leavers and young people with complex needs can be delivered more effectively and sustainably. This includes improving accommodation and care arrangements, planning earlier for future needs and strengthening joint working and funding with partners. The aim is to improve outcomes while reducing reliance on higher-cost care and support where appropriate.

Ideas under consideration include:

- Reviewing care arrangements, increasing the use of local and family-based options, reducing reliance on costly external provision
- Improving future planning to better predict and cater for future needs
- Sourcing better suited supported accommodation options for 16- and 17-year-old young people in care.
- Planning earlier for future accommodation, staffing and support needs of care leavers to avoid costly reactive interventions
- Supporting care leavers - young care recipients as they transition to adulthood - to develop their independence by helping them access the benefits they are entitled to.
- Seeking out alternative accommodation providers that could deliver cost savings when providing accommodation to children and young people seeking asylum.

Initial Assessment of Equalities Impacts

Helping children and young people to remain safely within their family networks where appropriate reduces disruption from care entry or placement moves and supports better long-term stability. In order to realise the positive impacts that this brings, relationship-based help with reasonable adjustments made to trauma-informed, individualised assessment, matching and support arrangements will be essential - along with the robust consideration of our knowledge relating to inequalities. The potential to positively support pregnant women, new mothers and families with babies and where caring responsibilities, domestic abuse, poverty or family stress affect parents or carers differently is noted as providing practical and emotional support at an earlier stage reduces escalation where safe and appropriate.

Supporting care leavers as they transition to adulthood should positively impact young people with limited financial resilience, including those unable to access public funds due to immigration status. More affordable and suitable accommodation could improve stability and access to education, employment, support networks and local services. This proposal is directly relevant to care-experienced young people and care leavers. Increasing suitable accommodation options should support better transition planning, reduce placement instability, and help the council meet its corporate parenting responsibilities.

The proposal focused on young people seeking asylum, particularly those approaching adulthood, to seek out alternative accommodation providers brings opportunity for a broader range of suitable accommodation options. Such an outcome would improve transition planning, reduce reliance on high-cost semi-independent placements, and support more age-appropriate provision. Any new accommodation model will need to be accessible and capable of responding to individual assessed needs, including physical health, mental health, neurodiversity or trauma-related support requirements.

Better early intervention for children and young people with mental health needs or additional learning and developmental needs seeks to improve early support for children and young people, particularly those at risk of escalation into higher-cost or specialist services. A positive impact is expected through earlier identification, support in education settings and reduced pressure on

families. Care will be needed to ensure access is inclusive and does not create additional barriers. Further design should ensure pathways are trauma-informed, joined up with existing support and accessible beyond education settings where needed.

Overall, there is clear potential for the delivery of positive impacts in respect of this area of work. Issues pertaining to ensuring diverse needs are met are at the forefront of these ideas and will be built into EqIAAs moving forwards.

10. Reviewing transport arrangements so they are sustainable and affordable

We are exploring opportunities to make transport arranged or funded by the council better value for money, so that it remains sustainable. This includes looking at how transport support is provided, how journeys are planned and whether there are different ways of meeting people's transport needs:

Ideas under consideration include:

- Reviewing support provided for children and young people travelling to school.
- Looking at how transport is used and whether journeys can be planned and delivered more efficiently.
- Exploring different ways of meeting transport needs while continuing to support those who rely on these services.
- Considering opportunities to promote independent and sustainable travel where appropriate.
- Ensuring transport arrangements provide value for money while meeting legal and service requirements.

Initial Assessment of Equalities Impacts

These proposals are likely to particularly impact upon disabled children and young people and their families. Promoting independent travel brings potential for positive impacts, both for individual children and young people in terms of increasing independence in safe ways, and in terms of cost of provision. However, care will be needed to ensure appropriate support for those who rely on these services.

Should these proposals be taken forwards, detailed EqIAAs will be required covering transport planning, the meeting of transport needs and the safe promotion of independent and sustainable travel.

Council Tax and the Adult Social Care Precept

The Government's funding system assumes that councils will increase council tax by the maximum amount allowed without holding a local vote. Our budget has been planned on this basis. If we increase council tax by less than this amount, the Government will not provide any extra funding to make up the shortfall, meaning we will have less money to spend on local services.

We are proposing an overall increase of 4.99%, comprising:

- 2.99% for general council tax; and
- 2.00% for the adult social care precept, to support the growing cost and demand for adult social care services.

Despite the proposed increase, council tax income alone will not be sufficient to balance our budget. We will therefore continue to transform how services are delivered, focusing on improving outcomes for residents, increasing efficiency, making better use of technology and resources, and ensuring services remain sustainable and affordable for the future.

We recognise that increasing council tax has a direct impact on household finances. We therefore want to understand residents' views on potential increases as part of this consultation. We have measures in place to support residents experiencing financial hardship, including the Council Tax Reduction Scheme, which provides assistance with council tax liability for eligible low-income households, and the Crisis and Resilience Fund, which can offer additional support to residents facing exceptional financial difficulties.

Initial Assessment of Equalities Impacts

Via the council's 2026/27 consultation survey, some groups of people made the case that increased council tax would be especially difficult – these included people who are just above the benefits thresholds, pensioners, working people, single person households, younger people and single parents. People asked that the council step up its support for those who would be hardest hit.

In respect of a council tax increase, it is clear that this would impact more greatly for people with lower incomes, however, at the same time, a higher increase helps in mitigating further cuts to services which would disproportionately impact residents with lower incomes.

Our research, insights and consultation work, tell us that the people least likely to want to see higher levels of increases to council tax as well as being those disproportionately more likely to be living on lower incomes and experiencing financial insecurity include:

- Families with children
- Younger adults <45
- Women
- People from many Black, Asian and Minority Ethnic groups,
- People who are renting (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups)
- People who have been unemployed or experienced long-term sickness (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups and disabled people)
- Disabled people

We recognise that increasing council tax has a direct impact on household finances. The council has measures in place to support residents experiencing financial hardship, including the Council Tax Reduction Scheme, which provides assistance with Council Tax liability for eligible low-income households, and the Crisis and Resilience Fund, which can offer additional support to residents facing exceptional financial difficulties.

Analysis of impacts in respect of the proposals for 2027/28

NB. This information will be updated taking account of feedback received post consultation.

The following table shows an overarching summary of the proposals for 2027/28.

Proposal	'Protected Characteristic group(s)' impacted	Mitigations in place	Impacts in respect of the Tackling Inequalities Plan Priority Areas
1. Making services and the council more efficient	Older People Disabled People People on lower incomes	✓	Poverty & financial hardship Accessibility
2. Making Better Use of council Assets	All	✓	Accessibility
3. Ensuring better value for money	All	✓	Health and Wellbeing Educational attainment and experience Poverty & financial hardship Housing Adult Social Care Children's Social Care Tackling inequalities as part of work to address the Climate and Nature Emergency Hate Crime
4. Reviewing Local Services	Older People Disabled People People on lower incomes	✓	Health and Wellbeing Accessibility

Proposal	'Protected Characteristic group(s)' impacted	Mitigations in place	Impacts in respect of the Tackling Inequalities Plan Priority Areas
5. Promoting independence and prevention in adult social care	Older People Disabled People	✓	Health and Wellbeing Adult Social Care
6. Delivering adult social care more efficiently	Older People Disabled People People on lower incomes	✓	Health and Wellbeing Housing Adult Social Care
7. Ensuring fair and sustainable funding of adult social care	Older People Families with children Younger adults <45 Women People from many Black, Asian and Minority Ethnic groups, Disabled people	✓	Health and Wellbeing Poverty & financial hardship Adult Social Care
8. Providing earlier support to children, young people and families	Disabled Children and Young people and families People on lower incomes	✓	Health and Wellbeing Children's Social Care
9. Providing care, accommodation and support for children and young people more effectively	Care-experienced young people and care leavers Families Race LGBTQ+ Pregnancy and Maternity	✓	Health and Wellbeing Housing Children's Social Care
10. Reviewing transport arrangements so they are sustainable and affordable	Disabled children and young people and their families		Health and Wellbeing Education Poverty & financial hardship Accessibility

Proposal	'Protected Characteristic group(s)' impacted	Mitigations in place	Impacts in respect of the Tackling Inequalities Plan Priority Areas
Council Tax and the Adult Social Care Precept	Older people Families with children Younger adults <45 Women People from many Black, Asian and Minority Ethnic groups, Disabled people	✓	Poverty & financial hardship Adult Social Care

SECTION 4 – PREVIOUS CONSULTATION FEEDBACK

NB. This information will be updated taking account of feedback received post consultation.

What residents told us as part of the 2025/26 and 2026/27 budget consultations

Consultation feedback

The consultation asked respondents to tell us whether different aspects of council services have improved, stayed the same, or got worse over recent years.

Please Note: The consultation survey sample is not representative of the population of South Gloucestershire. In terms of numbers of respondents, there was a higher proportion of older people, far more men than women and more responses from white ethnic groups. The low number of responses from people from minority ethnic groups, LGBTQ+ communities and people with experience in the armed forces makes it very difficult to prove assumptions, differences and trends related to demographic characteristics with statistical confidence. However, a diverse cross section of residents have been engaged across a significant time period in a wide range of consultation and engagement activity and this EqIAA brings together evidence from the widest available sources (this includes national and regional evidence, local evidence, previous research, previous EqIAAs which are conducted on an ongoing basis, community conversations work and the wide variety of engagement work in which the council is involved). Taking this approach, which involves large numbers, provides a robust level of feedback from diverse communities which can be used in the analysis of impacts as set out in this EqIAA

The following tables show an analysis of the feedback received. They should be read in conjunction with the Council Budget 26/27 Consultation Report.

Notes:
Areas highlighted GREEN are those where the proportion of people with this characteristic is 10% or more above the proportion of all respondents.
Areas highlighted RED are those where the proportion of people with this characteristic is 10% or more below the proportion of all respondents.

Statistically significant differences in feedback between groups, which can be demonstrated with 95% confidence are highlighted in red.

Table to show consultation responses in respect of whether different aspects of council services have improved, stayed the same, or got worse over recent years

	Total (All Respondents)	Female	Male	Under 40	40-59	60 and over	Disabled	Non disabled	Minority Ethnic Groups	White British	Heterosexual	LGBTQ+	Council Tax Bands - A&B	Council Tax Bands - C,D,E	Council Tax Bands - F,G,H	No Dependants	Dependents aged under 18	Dependants aged over 18	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	In Receipt of Benefits	Not in receipt of Benefits
Availability/accessibility of services																								
Better (25/26)	**10%**	9%	10%	17%	10%	9%	10%	10%	15%	10%	10%	10%	5%	10%	9%	10%	9%	14%	13%	9%	20%	9%		
Better (26/27)	**8%**	10%	8%	5%	9%	10%	8%	9%	6%	8%	13%	-	11%	13%	7%	9%	11%	30%	14%	11%	11%	11%	17%	9%
No change (25/26)	**56%**	57%	58%	42%	56%	58%	53%	59%	55%	58%	55%	45%	57%	54%	53%	55%	49%	49%	44%	55%	60%	53%		
No change (26/27)	**53%**	54%	55%	53%	51%	57%	57%	54%	54%	55%	50%	40%	49%	49%	61%	53%	44%	39%	51%	49%	56%	50%	53%	55%
Worse (25/26)	**34%**	34%	33%	41%	34%	33%	38%	31%	30%	33%	36%	45%	38%	36%	38%	36%	42%	37%	43%	36%	20%	39%		
Worse (26/27)	**37%**	36%	37%	43%	41%	33%	36%	38%	40%	37%	38%	60%	40%	38%	32%	37%	44%	30%	35%	40%	33%	39%	31%	37%
Responsiveness to requests																								
Better (25/26)	**11%**	11%	11%	15%	11%	11%	11%	11%	21%	11%	11%	7%	9%	10%	11%	9%	13%	12%	10%	11%	12%	10%		
Better (26/27)	**12%**	12%	10%	8%	10%	12%	10%	11%	12%	11%	15%	7%	15%	14%	15%	12%	13%	30%	14%	12%	22%	12%	25%	11%
No change (25/26)	**56%**	56%	55%	58%	55%	54%	48%	59%	55%	55%	55%	62%	52%	52%	58%	55%	57%	55%	48%	56%	61%	54%		
No change (26/27)	**49%**	51%	51%	45%	50%	52%	49%	50%	47%	51%	45%	47%	40%	49%	41%	49%	41%	39%	50%	46%	56%	46%	47%	51%
Worse (25/26)	**33%**	33%	34%	27%	34%	35%	41%	30%	24%	34%	35%	31%	40%	37%	32%	36%	30%	34%	42%	33%	27%	36%		
Worse (26/27)	**39%**	38%	39%	47%	40%	36%	40%	39%	41%	39%	40%	47%	45%	37%	44%	40%	46%	30%	36%	42%	22%	42%	28%	39%
Cost of services																								
Better (25/26)	**5%**	5%	4%	4%	4%	5%	5%	4%	9%	5%	5%	10%	7%	5%	3%	5%	3%	6%	7%	5%	7%	5%		
Better (26/27)	**3%**	4%	3%	3%	3%	3%	1%	3%	2%	3%	4%	7%	2%	5%	-	2%	6%	8%	4%	3%	11%	3%	14%	3%
No change (25/26)	**32%**	34%	34%	32%	28%	36%	28%	36%	19%	35%	30%	24%	18%	27%	31%	29%	30%	24%	27%	29%	39%	27%		

	Total (All Respondents)	Female	Male	Under 40	40-59	60 and over	Disabled	Non disabled	Minority Ethnic Groups	White British	Heterosexual	LGBTQ+	Council Tax Bands - A&B	Council Tax Bands - C,D,E	Council Tax Bands - F,G,H	No Dependants	Dependents aged under 18	Dependants aged over 18	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	In Receipt of Benefits	Not in receipt of Benefits
No change (26/27)	**29%**	28%	33%	24%	30%	33%	27%	31%	31%	30%	25%	20%	29%	25%	20%	26%	24%	16%	20%	26%	21%	25%	31%	29%
Worse (25/26)	**63%**	60%	62%	63%	68%	60%	67%	59%	72%	61%	66%	66%	75%	68%	66%	65%	68%	70%	66%	67%	55%	68%		
Worse (26/27)	**67%**	68%	64%	73%	67%	64%	72%	66%	67%	66%	72%	73%	70%	70%	80%	72%	71%	76%	77%	72%	68%	72%	56%	68%
Quality of services																								
Better (25/26)	**12%**	12%	11%	17%	9%	12%	12%	12%	21%	12%	13%	10%	12%	11%	12%	10%	13%	16%	12%	11%	19%	11%		
Better (26/27)	**11%**	11%	11%	8%	9%	12%	10%	11%	8%	11%	14%	13%	15%	14%	14%	12%	13%	26%	14%	12%	28%	11%	22%	10%
No change (25/26)	**49%**	47%	57%	40%	49%	51%	45%	52%	46%	51%	47%	45%	48%	47%	47%	48%	47%	45%	42%	48%	50%	46%		
No change (26/27)	**44%**	46%	44%	34%	46%	46%	41%	45%	45%	44%	42%	27%	39%	41%	36%	41%	32%	39%	38%	40%	44%	40%	42%	46%
Worse (25/26)	**40%**	41%	33%	43%	43%	37%	43%	36%	33%	38%	40%	45%	40%	42%	41%	42%	40%	40%	46%	41%	31%	43%		
Worse (26/27)	**45%**	43%	45%	57%	45%	43%	50%	44%	47%	45%	44%	60%	46%	45%	50%	47%	55%	35%	48%	48%	28%	49%	36%	45%

Table to show consultation responses in respect of what the impact of any change to the different aspects of services has been over the past five years for them and their community

	Total (All Respondents)	Female	Male	Under 40	40-59	60 and over	Disabled	Non disabled	Minority Ethnic Groups	White British	Heterosexual	LGBTQ+	Council Tax Bands - A&B	Council Tax Bands - C,D,E	Council Tax Bands - F,G,H	No Dependants	Dependents aged under 18	Dependants aged over 18	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	In Receipt of Benefits	Not in receipt of Benefits
Levels of crime and anti-social behaviour																								
Better (25/26)	**5%**	4%	6%	7%	6%	3%	4%	5%	4%	7%	6%	7%	4%	5%	3%	3%	13%	9%	4%	5%	6%	5%		
Better (26/27)	**3%**	2%	4%	2%	3%	3%	1%	3%	4%	3%	4%	-	4%	3%	6%	3%	3%	7%	5%	3%	-	3%	8%	3%
No change (25/26)	**32%**	33%	35%	23%	30%	35%	31%	35%	34%	37%	29%	30%	29%	31%	29%	29%	30%	21%	21%	29%	25%	28%		
No Change (26/27)	**32%**	34%	37%	34%	31%	39%	37%	35%	38%	35%	30%	40%	26%	30%	21%	29%	32%	26%	31%	30%	33%	29%	33%	33%
Worse (25/26)	**63%**	64%	60%	70%	64%	61%	65%	60%	62%	56%	66%	63%	68%	64%	68%	68%	57%	71%	75%	66%	69%	67%		
Worse (26/27)	**64%**	64%	59%	64%	66%	58%	62%	62%	58%	62%	66%	60%	70%	67%	73%	68%	65%	67%	64%	68%	67%	68%	58%	64%
Cleanliness of streets																								
Better (25/26)	**7%**	6%	9%	11%	10%	6%	7%	8%	7%	11%	9%	4%	16%	7%	9%	7%	13%	9%	8%	9%	19%	8%		
Better (26/27)	**8%**	10%	7%	8%	6%	10%	10%	8%	2%	9%	10%	13%	7%	8%	9%	10%	7%	18%	15%	9%	-	11%	13%	8%
No change (25/26)	**34%**	33%	38%	34%	39%	32%	33%	35%	34%	33%	30%	39%	22%	30%	38%	28%	40%	32%	23%	32%	19%	31%		
No change (26/27)	**31%**	32%	32%	31%	31%	32%	29%	32%	34%	31%	28%	47%	28%	28%	31%	31%	22%	36%	29%	29%	30%	29%	26%	31%
Worse (25/26)	**58%**	61%	53%	55%	52%	62%	60%	57%	59%	56%	61%	57%	62%	63%	54%	65%	48%	58%	69%	59%	63%	61%		
Worse (26/27)	**61%**	58%	61%	61%	63%	58%	60%	61%	64%	60%	62%	40%	65%	64%	59%	59%	71%	46%	56%	62%	70%	60%	62%	61%
Community cohesion																								
Better (25/26)	**7%**	6%	9%	10%	9%	6%	7%	7%	7%	17%	9%	4%	2%	10%	4%	6%	14%	10%	7%	9%	7%	8%		
Better (26/27)	**5%**	4%	5%	2%	4%	5%	6%	4%	2%	5%	4%	-	-	5%	4%	3%	5%	9%	6%	3%	-	4%	16%	4%
No change (25/26)	**55%**	55%	59%	39%	53%	59%	48%	59%	58%	29%	51%	56%	44%	50%	56%	52%	45%	47%	42%	51%	67%	49%		
No change (26/27)	**47%**	46%	49%	41%	41%	52%	48%	47%	49%	48%	39%	42%	42%	37%	43%	40%	33%	39%	38%	38%	35%	40%	32%	48%

	Total (All Respondents)	Female	Male	Under 40	40-59	60 and over	Disabled	Non disabled	Minority Ethnic Groups	White British	Heterosexual	LGBTQ+	Council Tax Bands - A&B	Council Tax Bands - C,D,E	Council Tax Bands - F,G,H	No Dependants	Dependents aged under 18	Dependants aged over 18	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	In Receipt of Benefits	Not in receipt of Benefits
Worse (25/26)	**38%**	40%	31%	51%	39%	35%	45%	34%	36%	54%	41%	40%	53%	40%	40%	42%	41%	43%	51%	40%	27%	43%		
Worse (26/27)	**49%**	50%	46%	57%	55%	43%	46%	48%	49%	47%	57%	58%	58%	59%	54%	56%	62%	52%	56%	58%	65%	56%	52%	48%
Children's social care																								
Better (25/26)	**13%**	12%	12%	8%	18%	10%	13%	13%	12%	27%	14%	0%	17%	13%	18%	13%	15%	16%	13%	14%	26%	13%		
Better (26/27)	**11%**	13%	9%	4%	6%	15%	24%	8%	11%	11%	11%	-	7%	14%	19%	16%	6%	11%	14%	12%	43%	11%	21%	11%
No change (25/26)	**47%**	49%	48%	31%	46%	50%	43%	52%	50%	27%	52%	46%	44%	50%	57%	50%	43%	58%	45%	49%	58%	48%		
No Change (26/27)	**47%**	39%	52%	31%	50%	48%	46%	46%	37%	47%	44%	60%	23%	53%	44%	38%	51%	44%	52%	40%	29%	44%	37%	49%
Worse (25/26)	**40%**	39%	40%	61%	36%	40%	44%	36%	38%	46%	34%	54%	39%	38%	25%	38%	43%	27%	43%	37%	16%	40%		
Worse (26/27)	**42%**	48%	39%	65%	44%	38%	30%	46%	53%	42%	45%	40%	70%	33%	38%	46%	43%	44%	35%	48%	29%	45%	42%	40%
Teaching and education																								
Better (25/26)	**9%**	9%	6%	9%	10%	7%	9%	8%	7%	11%	9%	0%	10%	6%	10%	6%	10%	13%	7%	8%	22%	7%		
Better (26/27)	**8%**	7%	10%	-	6%	11%	17%	7%	4%	9%	7%	-	3%	12%	28%	12%	9%	7%	5%	12%	11%	10%	20%	8%
No change (25/26)	**42%**	44%	39%	32%	36%	46%	40%	44%	42%	37%	44%	21%	52%	42%	41%	45%	38%	40%	33%	42%	44%	41%		
No change (26/27)	**42%**	37%	46%	23%	45%	47%	42%	43%	38%	43%	44%	29%	20%	47%	39%	40%	44%	57%	51%	40%	44%	41%	32%	43%
Worse (25/26)	**50%**	46%	55%	59%	54%	48%	51%	48%	51%	53%	47%	79%	38%	52%	50%	49%	53%	47%	60%	50%	35%	52%		
Worse (26/27)	**50%**	57%	45%	77%	49%	42%	42%	51%	58%	49%	49%	71%	77%	41%	33%	48%	48%	36%	43%	49%	44%	49%	48%	50%
Social care support for the elderly																								
Better (25/26)	**11%**	9%	14%	18%	15%	9%	13%	11%	11%	27%	12%	6%	19%	12%	14%	10%	19%	15%	13%	12%	19%	12%		
Better (26/27)	**10%**	11%	8%	6%	7%	11%	15%	9%	5%	10%	8%	-	3%	12%	22%	10%	7%	30%	9%	11%	22%	10%	31%	9%
No change (25/26)	**35%**	36%	31%	30%	37%	33%	22%	38%	34%	40%	37%	31%	29%	36%	32%	34%	39%	36%	35%	35%	42%	33%		

	Total (All Respondents)	Female	Male	Under 40	40-59	60 and over	Disabled	Non disabled	Minority Ethnic Groups	White British	Heterosexual	LGBTQ+	Council Tax Bands - A&B	Council Tax Bands - C,D,E	Council Tax Bands - F,G,H	No Dependants	Dependents aged under 18	Dependants aged over 18	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	In Receipt of Benefits	Not in receipt of Benefits
No change (26/27)	**40%**	34%	44%	25%	38%	44%	36%	39%	38%	39%	38%	60%	24%	43%	28%	35%	40%	10%	49%	32%	33%	37%	31%	41%
Worse (25/26)	**54%**	55%	56%	53%	48%	58%	66%	51%	55%	33%	50%	63%	52%	52%	54%	56%	43%	50%	52%	54%	39%	55%		
Worse (26/27)	**50%**	55%	48%	69%	55%	45%	49%	53%	57%	51%	54%	40%	74%	45%	50%	55%	53%	60%	43%	57%	44%	54%	39%	49%
Ease of getting around																								
Better (25/26)	**9%**	10%	8%	15%	10%	8%	9%	10%	10%	7%	10%	14%	7%	8%	13%	8%	14%	12%	10%	10%	13%	10%		
Better (26/27)	**11%**	11%	10%	7%	8%	12%	12%	10%	8%	10%	9%	20%	9%	10%	12%	10%	10%	16%	17%	9%	21%	9%	19%	11%
No change (25/26)	**32%**	34%	30%	28%	28%	34%	23%	35%	33%	19%	29%	29%	26%	29%	27%	28%	21%	26%	24%	28%	41%	27%		
No Change (26/27)	**29%**	33%	31%	29%	33%	31%	44%	29%	33%	31%	30%	20%	22%	31%	33%	28%	30%	24%	37%	24%	53%	25%	36%	30%
Worse (25/26)	**59%**	57%	61%	58%	62%	58%	68%	55%	58%	74%	62%	57%	67%	63%	60%	64%	65%	62%	66%	62%	47%	64%		
Worse (26/27)	**60%**	56%	60%	65%	59%	57%	44%	61%	59%	58%	61%	60%	69%	60%	55%	63%	61%	60%	46%	67%	26%	66%	44%	60%
Improving outcomes for people facing poverty and financial hardship																								
Better (25/26)	**14%**	12%	13%	11%	17%	11%	12%	12%	12%	15%	14%	5%	21%	15%	21%	13%	18%	20%	13%	14%	47%	12%		
Better (26/27)	**12%**	13%	9%	3%	7%	15%	18%	9%	-	13%	10%	-	3%	14%	17%	12%	7%	11%	8%	11%	43%	9%	19%	11%
No change (25/26)	**43%**	44%	42%	36%	43%	44%	32%	48%	44%	39%	48%	25%	31%	42%	58%	41%	41%	50%	46%	42%	42%	43%		
No change (26/27)	**45%**	39%	49%	32%	43%	50%	50%	43%	44%	44%	40%	43%	13%	47%	44%	36%	50%	22%	53%	33%	14%	39%	30%	46%
Worse (25/26)	**44%**	43%	45%	53%	40%	45%	56%	40%	44%	46%	39%	70%	48%	43%	21%	46%	41%	30%	41%	44%	11%	45%		
Worse (26/27)	**44%**	48%	41%	65%	51%	35%	32%	48%	57%	43%	49%	57%	84%	39%	39%	52%	43%	67%	39%	56%	43%	51%	52%	42%
Maintenance of parks and open spaces																								
Better (25/26)	**13%**	11%	13%	16%	13%	11%	14%	12%	12%	16%	15%	10%	15%	13%	8%	12%	21%	14%	15%	14%	19%	14%		
Better (26/27)	**16%**	18%	14%	5%	16%	17%	17%	15%	12%	16%	17%	13%	13%	15%	32%	17%	16%	26%	26%	17%	11%	19%	17%	15%

	Total (All Respondents)	Female	Male	Under 40	40-59	60 and over	Disabled	Non disabled	Minority Ethnic Groups	White British	Heterosexual	LGBTQ+	Council Tax Bands - A&B	Council Tax Bands - C,D,E	Council Tax Bands - F,G,H	No Dependants	Dependents aged under 18	Dependants aged over 18	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	In Receipt of Benefits	Not in receipt of Benefits
No change (25/26)	**51%**	52%	55%	54%	51%	52%	51%	54%	53%	68%	49%	55%	45%	50%	55%	50%	48%	47%	41%	50%	52%	48%		
No change (26/27)	**47%**	47%	47%	59%	38%	50%	55%	46%	37%	49%	46%	53%	49%	44%	32%	50%	31%	44%	33%	47%	44%	46%	44%	47%
Worse (25/26)	**36%**	37%	31%	30%	36%	37%	36%	34%	36%	16%	37%	35%	40%	37%	38%	39%	32%	40%	44%	36%	29%	38%		
Worse (26/27)	**38%**	35%	39%	36%	46%	32%	28%	39%	51%	35%	37%	33%	38%	41%	36%	32%	53%	30%	41%	36%	44%	35%	39%	38%
Effective planning of building and new development																								
Better (25/26)	**6%**	7%	7%	9%	8%	5%	10%	6%	7%	9%	8%	0%	9%	6%	6%	7%	8%	6%	12%	6%	10%	7%		
Better (26/27)	**3%**	3%	3%	-	1%	4%	5%	3%	4%	3%	4%	-	-	4%	11%	3%	2%	11%	8%	3%	-	3%	4%	3%
No change (25/26)	**35%**	33%	36%	26%	37%	33%	29%	36%	34%	55%	33%	43%	34%	34%	23%	31%	30%	35%	26%	32%	52%	31%		
No change (26/27)	**34%**	31%	35%	40%	30%	36%	40%	32%	27%	35%	36%	38%	41%	28%	33%	40%	19%	32%	35%	33%	40%	35%	36%	34%
Worse (25/26)	**59%**	61%	57%	66%	54%	62%	61%	58%	59%	36%	59%	57%	56%	60%	71%	63%	63%	59%	62%	62%	38%	63%		
Worse (26/27)	**62%**	66%	62%	61%	70%	60%	55%	65%	69%	62%	61%	63%	59%	68%	56%	57%	79%	58%	58%	65%	60%	62%	60%	62%
Efficient running of the planning system																								
Better (25/26)	**9%**	9%	11%	15%	10%	7%	14%	8%	9%	25%	9%	22%	9%	8%	3%	10%	13%	5%	15%	9%	21%	9%		
Better (26/27)	**4%**	5%	3%	-	2%	4%	4%	3%	5%	4%	3%	-	-	1%	7%	4%	-	-	4%	3%	-	3%	6%	4%
No change (25/26)	**50%**	47%	57%	47%	51%	50%	46%	53%	50%	63%	51%	33%	57%	51%	59%	49%	50%	58%	30%	54%	47%	49%		
No change (26/27)	**49%**	39%	54%	44%	44%	51%	50%	47%	41%	49%	49%	50%	37%	47%	50%	47%	41%	53%	70%	42%	30%	47%	65%	51%
Worse (25/26)	**42%**	45%	33%	38%	39%	44%	41%	40%	41%	13%	40%	44%	35%	40%	38%	41%	37%	38%	54%	37%	32%	42%		
Worse (26/27)	**47%**	57%	43%	57%	53%	45%	46%	50%	55%	47%	48%	50%	63%	51%	43%	49%	59%	47%	26%	56%	70%	50%	29%	46%
Condition of roads and paths																								
Better (25/26)	**5%**	5%	6%	5%	7%	4%	8%	5%	5%	14%	7%	0%	5%	6%	6%	4%	10%	7%	6%	6%	9%	6%		

	Total (All Respondents)	Female	Male	Under 40	40-59	60 and over	Disabled	Non disabled	Minority Ethnic Groups	White British	Heterosexual	LGBTQ+	Council Tax Bands - A&B	Council Tax Bands - C,D,E	Council Tax Bands - F,G,H	No Dependants	Dependents aged under 18	Dependants aged over 18	Carer	Not a Carer	UK Armed Forces	Not UK Armed Forces	In Receipt of Benefits	Not in receipt of Benefits
Better (26/27)	**7%**	6%	8%	2%	7%	8%	4%	7%	7%	7%	7%	7%	5%	8%	6%	6%	6%	21%	9%	7%	10%	7%	5%	7%
No change (25/26)	**8%**	7%	7%	16%	9%	5%	6%	8%	7%	18%	8%	18%	9%	7%	7%	7%	12%	7%	11%	7%	9%	8%		
No change (26/27)	**10%**	12%	10%	11%	10%	11%	15%	10%	15%	10%	12%	13%	9%	9%	6%	12%	10%	14%	15%	11%	15%	12%	16%	11%
Worse (25/26)	**87%**	88%	87%	79%	84%	90%	87%	87%	89%	68%	86%	82%	86%	88%	87%	88%	79%	86%	84%	87%	82%	87		
Worse (26/27)	**83%**	83%	82%	87%	83%	81%	81%	83%	78%	83%	82%	80%	86%	83%	88%	82%	85%	66%	76%	82%	75%	82%	78%	83%
Level of support to the voluntary and community sector																								
Better (25/26)	**10%**	9%	9%	13%	13%	7%	11%	9%	9%	7%	9%	0%	10%	9%	8%	8%	11%	13%	5%	11%	13%	9%		
Better (26/27)	**9%**	11%	7%	-	4%	12%	12%	7%	11%	8%	6%	-	3%	4%	21%				8%	6%	-	7%	31%	7%
No change (25/26)	**50%**	50%	52%	33%	49%	52%	42%	54%	50%	64%	50%	53%	50%	47%	49%	46%	51%	52%	43%	49%	65%	46%		
No change (26/27)	**46%**	41%	53%	35%	52%	51%	48%	49%	44%	49%	49%	50%	27%	53%	50%				51%	43%	67%	44%	28%	48%
Worse (25/26)	**41%**	41%	40%	54%	38%	41%	47%	37%	41%	29%	41%	47%	40%	44%	43%	46%	38%	36%	52%	41%	22%	44%		
Worse (26/27)	**45%**	48%	40%	65%	44%	38%	41%	44%	44%	43%	45%	50%	70%	44%	29%				41%	51%	33%	48%	41%	45%
Support for the most vulnerable and marginalised groups																								
Better (25/26)	**12%**	11%	12%	14%	13%	10%	12%	11%	12%	13%	13%	10%	19%	11%	18%	10%	18%	24%	12%	13%	35%	11%		
Better (26/27)	**14%**	17%	11%	6%	7%	17%	17%	12%	8%	14%	14%	-	7%	20%	16%	17%	2%	46%	9%	17%	22%	15%	29%	13%
No change (25/26)	**45%**	48%	41%	27%	43%	48%	37%	51%	46%	44%	46%	25%	36%	48%	41%	45%	34%	37%	44%	43%	45%	43%		
No change (26/27)	**41%**	35%	48%	27%	45%	46%	45%	42%	29%	43%	39%	40%	17%	42%	53%	33%	59%	23%	54%	33%	33%	38%	18%	43%
Worse (25/26)	**43%**	41%	47%	59%	44%	41%	51%	39%	42%	44%	41%	65%	45%	42%	41%	45%	48%	39%	44%	45%	20%	46%		
Worse (26/27)	**45%**	49%	41%	67%	48%	37%	38%	46%	63%	43%	48%	60%	76%	38%	32%	50%	39%	31%	37%	50%	44%	48%	54%	44%

SECTION 5 – CUMULATIVE IMPACTS

Cumulative impacts of the savings programme over time

The following shows each project within the council's savings programme between 2022/23 and 2026/27. It shows, in basic terms, which Protected Characteristic groups are likely to experience positive and/or negative impacts in relation to each project. 'Neutral' impacts are left blank.

Key:

✓ = Positive Impact identified	✘ = Negative Impact identified	Blank = Neutral impact identified

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Information, Advice and Guidance restructure (SLO3)	We will review our Information, Advice and Guidance offer to reduce resourcing whilst retaining the core service requirements.			✘	✘	✘	✘	✘											
Information, Advice and Guidance review (SLO4)	Within our Information Advice and Guidance team, we will not backfill the remaining 0.4FTE Team Manager position following reduction to 0.6FTE, limiting further strategic development of platform and its use.																		
Fostering Innovations	Increase number of in house placements, implement families together team and create a higher band of in house fostering households																		✓
Increasing Local Placement (Children's Residential)	Establish therapeutic foster care pathway to support young children with complex needs																		✓
Review of Preparing for Adulthood service	We will undertake a review of the Preparing for Adulthood service, which provides a range of support to young people with disabilities, to ensure that it is supporting those with greatest need. From this review we will develop key			✘				✘											✘

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
	performance indicators so that we can be sure that the work of the team is not being duplicated elsewhere, supports young people to live independent lives (as opposed to having to utilise residential provision as adults) and aligns with the needs identified within individual EHCPs. This review will determine the future size and scope of the team.																		
Early Years Income Generation	Review charging policy and explore opportunities to generate more income from sector re training subscription services																		
HtST	Review all remaining elements of non-statutory home to school transport provision. Full review of provision			✘				✘								✘			✘
School Improvement Income Generation	Reduce level of subsidy for school improvement service & charging in part for some training																		
SEND	Offer Educational Psychology services to schools outside of South Glos																		
Increasing Resource in the Children's and Young Peoples Commissioning Team	Increase capacity of the CYP Commissioning Team to enable them to build closer relationships with providers to reduce number of children having to be moved away from their local area			✓															✓
Alexandra Way Care Home occupancy and charges	Maximise the occupancy of Alexandra Way Care Home and review charges						✓												
Cambrian Green Day Centre repurpose	Explore feasibility of repurposing centre to enable support for people with LD and cognitive impairment						✓	✓											
Review of blended day care	Review of blended day care, which would include access to community based day activities alongside building based day care							✓											
Sustaining the impact of Assistive Technology inc AT Provider Pilot	Utilise Technology enabled care						✓	✓											

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
The carers grant	The carers grant is available to carers to help meet their needs in providing care. The proposal is to amend the grant to a one-off fixed payment of £200 per carer per cared-for person, and continues the council's shift from universal provision to person centred support. We will continue to support Carers following an assessment and eligibility decision, either through services directly for the Carer or through services for the person they care for. This saving has been deferred in 2023/24.																		
Transforming outcomes for clients with Learning Difficulties - rephasing of targets	Improve outcomes for service users with LD							✓											
Fair & Sustainable Price for Care for residential placements	Price of care for all residential care homes in South Gloucestershire and ad-hoc negotiated prices with out of county care homes						✓	✓											
Improved options for supporting people at home (Commissioning)	Options to transform our market offer to make best use of resource																		
Microenterprise and DP Development	Improve availability of cost-effective support and personalisation by developing policy practise process and resources in relation to the use of personal budgets through DPs and Individual Service Funds.						✓	✓											
Quality assurance for care homes	Approaches to quality assurance for care homes will be considered, to maximise efficiency and outcomes.																		
Reablement	Review of the reablement service, domiciliary care, Home to Decide (temporary funded internal team) and the development of an improved model of reablement.						✓	✓											
Reshape housing advice and Homelessness service	Review existing Housing Related Support services and over 18 “mentoring” schemes, and identify opportunities to extend/ develop the offer using that budget envelope. Release post	✘			✘			✘			✘	✘				✘			✘
Review of Extra Care Housing	To make the most effective use of our current ECH schemes and ensure they are viable, fit for purpose and sustainable; to understand the						✓	✓											

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
	issues ECH are facing and identify an action plan to resolve identified issues, working with partners to achieve this.																		
Review of Housing Related Support services commissioned (Enabling Services)	Develop "Enabling" service/s for people who may not yet have the right skills to live independently, or may have lost skills or confidence due to cognitive or emotional challenges						✓	✓											✓
Review of South Glos Homes	South Glos Homes is the in-house social lettings agency designed to forge links with the private rented sector to bring on properties for temporary accommodation and for homelessness prevention and relief. We will review this service to reduce its cost either through reduced use of temporary accommodation or a reduction in resource.	✘			✘			✘			✘	✘				✘			
Software and technology upgrades	Engage technology to optimise staff process & customer interactions																		
Adult Social Care contribution to VCSE	We will review the contribution made by Adult Social Care to the VCSE and our staff resourcing for commissioning and engagement activities, working across the authority in partnership with the VCSE to agree priorities for the remaining funds working to develop and address sustainability across the sector.	✘			✘	✘	✘	✘			✘	✘				✘			
Support for voluntary organisations on applying for funds	Voluntary and community sector organisations in need of financial support would be able to get support from CVS South Gloucestershire on how to apply to other funding bodies and we would like more organisations to develop fundraising capacities so that that they do not rely on Member Award Funding and Area Wide Grants with £1k per member funding retained for 2024/25. This saving has been deferred until 2024/25.	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘		✘
Bending the Curve	Reduction over time to capture wider benefit of method and service level investments on future price & demand																		
Public Health Savings Programme																			

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Public Health contributions for vulnerable adults and carers	Reduction in public health contribution to funding for services delivered through the voluntary sector for vulnerable adults and carers. Officers will work across the authority in partnership with our valued VCSE to identify impact on specific funding streams, contracts and grants. Together we will seek to agree priorities for remaining funds, and work to develop and address sustainability across the sector.	✘					✘	✘			✘	✘				✘			
Review of the Integrated healthy lifestyle and wellbeing service (SLO 11)	We will undertake a full review and options analysis of commissioning of the wellbeing element of integrated healthy lifestyles and wellbeing services and related Council led community engagement work to promote healthy lifestyles and improve mental health and wellbeing.	✘	✘					✘			✘	✘				✘			✘
Review of school admission fees	Review of admission fees for academy and maintained schools																		
Reduce Project Budget - Young Ambassadors	Work with a smaller group of YA to provide more targeted support for children in care and care leavers			✘															✘
Different ways of working	Review of non-staffing budgets and move to a more efficient use of resources.																		
Children's Agency Social Work	Reduce turnover rate to the England average improving retention																		
Implementation of the Mockingbird programme	Support delivery of sustainable foster care			✓															✓
Review of management for adult, community and learning services	Review arrangements for management & leadership of adult and community learning services																		
Review of management for Early Years	Review arrangements for management & leadership of early years services																		
Budget Reduction (Public Health)																			

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Cessation of GP support contract for specialist advice																			
Reduction of council funding for Partnership Boards																			
Release of Public Health Vacant post																			
Business Support Budgets	Budget reduction																		
Convert vacant H10 Posts	Convert posts to apprenticeships																		
Non-staffing costs - Business Support People	Non staff cost budget reduction																		
Care Leavers	Delivery of Woodleaze care leavers accommodation , range of 1 bed flats reducing the spend on out of area placements			✓															✓
Children's Pooled Budget	Increase funding from CCG allowing SGC to reduce their contribution																		
Children's Social Care - Change of post	Change post to social work assistant																		
Children's Social Work University review	These options include working with the Social Work Dept of a local University so they can review and assess our work against good practice guidance/new models of working and a programme supporting fathers to take an active role in caring for their children. It covers a range of areas and is proven to make a difference to both fathers and their children. We believe these are important aspects to our work and we will explore whether we might be able to progress these without resource.		✘	✘															✘
Recovery Curriculum programme	Phase 1 of the Recovery Curriculum programme, representing investment into education recovery post-Covid, has been very successful, with strong collaborative working and good educational outcomes. Strong leadership in our schools means that we can begin Phase 2 earlier than originally planned,																		

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
	embedding the work within mainstream school activity.																		
External Floating Support	A review of contracts and specifications is needed to determine the requirement for the services and their contribution to homelessness prevention and relief.																		
Housing Prevention Grant	Charge staffing costs against the housing prevention grant																		
Release of Housing Services Investment																			
Review HRS/floating support arrangements	Review contracts and specifications																		
Review of the Homelessness Reserve commitments	Budget review																		
Reduce Cleaning service	Reduce Cleaning service across the estate - toilets every day, general clean 1 per week, staff responsible for desks																		
Reduce total R&M Spend	Reduce corporate estate repairs and maintenance costs informed by refreshed stock condition surveys.																		
BMR Rental	BMR rental - TBC: subject to commercial deliberations and assessment of confidence levels																		
Rationalisation of assets used in community to generate additional capital receipts and reduce ongoing running costs linked with the forthcoming Asset Management Plan	Rationalisation of assets used in community to generate additional capital receipts and reduce ongoing running costs linked with the forthcoming Asset Management Plan																		
Reduce mail van collection	Reduce mail van run collection to once a week.																		
Property Management System	Efficiencies identified from increasing self service following implementation of property management system.																		
Review of Property Services administration support through use of system automations and streamlining processes	Review of Property Services administration support through use of system automations and streamlining processes																		

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Identify savings for mail and print facility attributed to move to digitisation of leaflets and reduction of printed materials	Identify savings for mail and print facility attributed to move to digitisation of leaflets and reduction of printed materials																		
Currently paying to firms to manage our asset with proper property management system this could be undertaken in house and considerable less cost. Should a property management system be established we can sell the service to schools and occupiers.	Currently paying to firms to manage our asset with proper property management system this could be undertaken in house and considerable less cost. Should a property management system be established we can sell the service to schools and occupiers.																		
To review the current usage of meeting rooms and proactively manage lettings in line with BBSP approach.	To review the current usage of meeting rooms and proactively manage lettings in line with BBSP approach.																		
Amalgamate OT delivery (People), handymen (Property Services) and Handy Van (Place) services, reducing admin tasks and increase potential income streams.	Amalgamate OT delivery (People), handymen (Property Services) and Handy Van (Place) services, reducing admin tasks and increase potential income streams.																		
Borrow to install solar panels across the estate to offset anticipated future costs and potential savings (links to cross cutting method change)	Borrow to install solar panels across the estate to offset anticipated future costs and potential savings (links to cross cutting method change)																		
Review of Council buildings usage and offer space to let to individuals / organisations.	Review of Council buildings usage and offer space to let to individuals / organisations.																		
Increasing the Bristol & Bath Science Park (BBSP) service charge to recover full cost of services.	Increasing the BBSP service charge to recover full cost of services.																		
Introduction of a standard turnover target across council alongside permanent wellbeing and recruitment support for staff and managers	Introduction of a standard turnover target across council alongside permanent wellbeing and recruitment support for staff and managers																		

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Reduce insurance premiums by increasing "self insurance"	Reduce insurance premiums by increasing "self insurance"																		
Review of council-wide travel & mileage budgets following changes in behaviour following pandemic and through New Ways of Working in longer term	Review of council-wide travel & mileage budgets following changes in behaviour following pandemic and through New Ways of Working in longer term																		
Reduction over time to capture wider benefit of method and service level investments on future price & demand	Reduction over time to capture wider benefit of method and service level investments on future price & demand																		
Change to budgeting approach - all budgets will be presented to the nearest £100, rounded down.	Change to budgeting approach - all budgets will be presented to the nearest £100, rounded down.																		
Further review of previous years travel budgets method change against future demand and additional pool cars usage across the district	Further review of previous years travel budgets method change against future demand and additional pool cars usage across the district																		
Increased Vacancy Management Target from 5% to 8%	Increased Vacancy Management Target from 5% to 8%																		
Review of previous method change to reduce insurance premiums by increasing 'self insurance' has resulted in identifying further opportunities	Review of previous method change to reduce insurance premiums by increasing 'self insurance' has resulted in identifying further opportunities.																		
Adult Social Care	We will review the contribution made by Adult Social Care to the VCSE and our staff resourcing for commissioning and engagement activities, working across the authority in partnership with the VCSE to agree priorities for the remaining funds working to develop and address sustainability across the sector.	✘					✘	✘			✘	✘							
Review of anti-social behaviour	We will review how we address reports of Anti-Social Behaviour to support the police's responsibilities by providing support, guidance and signposting to residents.	✘						✘			✘	✘		✘					

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Heritage funding	Explore opportunities for funding through alternative sources						✘												
Victim support unit	No longer fund the specialist victim support service	✘						✘			✘	✘		✘					
Review of CC & OSS opening hours	Opening hours to be reviewed to meet times of peak customer demand						✘	✘								✘			
Library opening hrs & use of technology	Review opening hrs, maximise use of open access technology whilst protecting access to services such as the summer reading challenge	✘		✘			✘	✘			✘					✘			✘
Street Lighting	Reduction of street lighting by 25% after 11pm & LED replacement programme																		
Cycle Safety Training	Charge small fee for cycle safety training so service covers its costs	✘		✘				✘			✘					✘			✘
Council Tax Reduction Scheme	Review scheme and develop options for reducing overall spend	✘			✘			✘			✘					✘			
Welfare Grant Scheme	Fund scheme through community resilience fund for 2 years after which consider options to phase out															✘			
Newsletter	Cease with future communications through remaining channels						✘	✘											
Additional Capital Receipts	Target additional capital receipts																		
Umbrella Network	Digital Connectivity charging profile																		
Pre App Charging	Enabling charging for pre application advice for transport development control																		
SID Structure Review	Structure review of SID																		
Commercialisation of Pest Control	Pest control service to be self funded and cover all reasonable overheads																		

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
CCTV Management	Change responsibility for CCTV Management across the Council																		
Staff Support (Client services)	Reduction in staff																		
Parking enforcement, lines, signs TROs	Address all incorrect signage and TROs enabling enforcement to be carried out in all intended locations																		
Introduction of Car Parking charges	Paid for on and off street parking	✘			✘			✘			✘					✘			
Blue Badges administration fee	Blue badge administration fee						✘	✘			✘					✘			
Cemeteries charges	Exclusive rights of burial fees	✘			✘			✘			✘					✘			
Waste service charges	Waste (Green Bin) charges	✘			✘			✘			✘					✘			
Land Charges	Land search fees	✘			✘			✘			✘					✘			
Charging reablement post 6 weeks and self funders	Intermediate care (including reablement and rehabilitation) should be free for up to 6 weeks following a hospital discharge or period of illness. This method change explores the potential income that could be generated if charging were to be rigorously applied.																		
Enabling services	The Enabling Services project has achieved initial savings targets, but there has not been capacity to progress the work to develop an improved “short term offer” that could help offset increased pressures in adult care in 4/5 years’ time by improving independence.																		
Reducing the requirement for specialist housing provision for people with Mental Health needs through provision of community support.	Our Bristol, North Somerset and South Gloucestershire (BNSSG) Integrated Care System (ICS) has recently introduced a Community Mental Health Framework delivered in partnership with our mental health provider Avon and Wiltshire NHS Partnership Trust (AWP). The framework aims to provide a more wholistic service for people with mental health needs to reduce the risk of fragmented care and increase the opportunity for preventative approaches. These changes will support people – wherever they live and whatever their background – to quickly access high-quality and personalised care, closer to home. The ICS has	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
	identified improvement of and investment in mental health services as a priority in 2024 – 2025. AWP are also adopting a person centred, strength based approach to working with people with mental health needs. It is hoped that the combination of these approaches enables people to remain in their own homes and supported in their community. This may lead to a reduction in people requiring specialist supported living options.																		
Increased Income from School buy-back for Schools Finance Team	By expanding the service offer provided by the Schools' Finance Team targeting academies and enhanced support for maintained schools there is scope for greater income generation. The Schools Finance Team has great expertise and local knowledge of SG schools and has a good reputation with schools. The team was close to winning the finance support function for the Mosaic Academy Trust and secured some finance systems training income from the MAT but was not ready with a bigger Academy specific offer. The Team is now working on that and should be ready to start winning back Academy schools and selling more packages to maintained schools. Other opportunities include bidding for financial administration of the SEND Cluster funds and Trade Union Facilities Time fund																		
Social Value Portal	For each of the financial years 2024/5, 2025/6 and 2026/7 £20k was allocated to support the procurement of the social value portal. Through the procurement process it was possible to Commission the full three years for 24,000. Whilst a small overspend in year one this enables the £20k in the following two financial years to be reallocated.																		
Residential Homes for Children	An existing project to purchase 3 residential properties and run these as residential homes for children is currently progressing. So far, no savings have been captured into the MTFP and care must be taken to distinguish between cost reduction and savings. However, there could be scope for savings over the life of the seven-year																		✓

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
	contract and would be realised by cost reductions from not purchasing from the open market at a higher rate. In addition, although not easily quantifiable, savings will be made in terms of social worker time and travelling costs. In addition, savings have been achieved in the past by introducing additional support for care leavers in flats, allowing registered providers to give temporary and then long-term tenancies to care leavers, avoiding high-cost independent placements. This approach is currently being costed and verified and will then be considered as part of future planning. The Finance team have developed the approach to track and verify the savings.																		
Reduction to Care Leavers and UASC housing costs	There is scope to reduce housing support costs for this cohort of young people. By supporting care leavers 18-25 who are placed in semi-independent provisions to move into shared accommodations provided by private landlords this could reduce costs pressures within the service																		
Insurance	Risk Management & Insurance - 4.5 FTE (including RM&I Team Manager) Procuring & monitoring best value insurance programme to cover extensive remit of the council and its schools. Determining extent of risks and balance between self-cover & external cover. Monitoring adequacy of self-insurance, reserves/provisions. Providing claims handling services, liaising with insurers and legal advisers where necessary ensuring all claims are settled effectively and efficiently in the best interests of the council. Leading on council's risk management processes & maintaining risk management strategy; appropriate to the risk, liaising with insurers and legal advisers as required. Providing corporate support & advice service to																		

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
	all officers, members and schools on all aspects of insurance and risk management. Within GLADS RM&I are the only team that procure contracts of any significant value to the council (in excess of £1m).																		
Revs and Bens system procurement	The most significant ongoing contract in this portfolio relates to Revs and Benefits system. The system contract value is £115k per annum and it ends in August 2026. Total spend across the Revs and Bens service is up to £2.3m dependent on scope under consideration. This method change indicates a clear intention to use the end of the revs and bens system contract to reconsider the best approach for the services. Opportunity exists to deliver a benefit through transitioning to a new arrangement. All contracting routes remain on the table at present including a direct system replacement procurement, collaborative route to market with other authorities and consideration of outsourcing the service.																		
Commercial Opportunities	Provision of professional services to Town and Parish Councils																		
Corporate Landlord	Efficiencies as a result of the Corporate Landlord approach. The full implementation of a Corporate Landlord Model will provide a clear holistic view of the Councils Land and Property interests. All Property transactions and activities within the Council will be visible and support effective decision-making aligning to the Estates Strategy and Council plan priorities.																		
Procurement review	Procurement / Contract Management - Note this proposal is council wide and should be offset by any other procurement savings	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘
Property review	Continue to review the property we own and identifying whether in the short, medium or long term we want or need to use it, rent it out or to sell it.																		
Properties for long-term accommodation	Conduct cost benefit analysis to determine the business case for further investment in properties to be used for long-term accommodation for individuals with complex						✓	✓											

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
	needs. Whilst this involves additional short-term investment, it should save us significant amounts of money over the longer term through reducing costs of expensive residential care.																		
Technology investment	Invest in better technology to allow more people to contact us and complete straightforward processes online.																		
Technology – reduce administrative tasks	Continue investigations into new technology, seeking out opportunities to reduce administrative tasks.																		
Mockingbird and Reablement	Continue and expand on initiatives like Mockingbird and reablement, which have demonstrated opportunities to save money by reducing demand for our most expensive services, whilst delivering the same or better outcomes.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Partnership working to share costs	Continue discussions with health partners to ensure we are working efficiently in partnership and agree how everyone can pay their fair share for the increasing costs of health and social care.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Stopping, cutting back and prioritising services and support	Talk to Town & Parish Councils and the wider voluntary sector to find the most efficient way to maintain local facilities like public conveniences, playing fields and other open spaces.			✘			✘	✘								✘			
Debt Recovery	Increasing debt collection rates is a way to improve financial benefit to the council and realise enhanced benefit from the income billed through Adult Social Care and other council services. The council's collection team has strong processes and procedures for debt collection but is currently only responsible for collection of these debts after 90 days has passed. Due to the volume and value of outstanding debt there is an opportunity to increase the rate of collection by chasing earlier in the process. This proposal is to consolidate the councils debt collection responsibility in one team, to focus on debts up to 60 days old and also look at existing debt chasing working practices to improve future income collection rat																		

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Funding review	Reviewing our funding to other organisations.	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	✘	
Mockingbird																			
Reviewing internal costs	To conduct a comprehensive review of all enabling functions of the organisation (finance, HR, IT, communications etc.) to identify opportunities to reduce duplication and create efficiencies.																		
Reviewing internal costs	To identify and phase out old, inefficient technology systems and ensure that are our ITD infrastructure is efficient and effective.																		
Finding the most efficient way to achieve the best outcomes	Increasing local provision of specialist services (especially in education for children and young people with Special Education Needs and Disabilities) to increase options for families and reduce costs.			✓				✓											
Finding the most efficient way to achieve the best outcomes	Ensuring we're paying the fair cost of care						✓	✓											
Finding the most efficient way to achieve the best outcomes	Comparing the costs of direct provision of care versus commissioning to external providers						✓	✓											
Finding the most efficient way to achieve the best outcomes	Focusing our flood prevention work in the areas of highest risk	✓			✓		✓	✓			✓								
Finding the most efficient way to achieve the best outcomes	Partnering with a charitable or not for profit organisation to run Grimsbury Farm																		
Finding the most efficient way to achieve the best outcomes	Working with partners to use our joint buying power to secure the best prices																		
Investing in prevention to improve outcomes and reduce need for the most expensive support	Offering information, guidance and support at an early stage to help people as they get older and frailer to continue living independently and safely in their own homes.						✓	✓											
Investing in prevention to improve outcomes and reduce need for the most expensive support	Increasing provision of extra care housing, supported living and similar accommodation to allow people with additional needs to continue living independently						✓	✓											
Investing in prevention to improve outcomes and reduce need for the most expensive support	Identifying opportunities to better support people with dementia to maintain independence and delay need for expensive residential care						✓	✓											

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Investing in prevention to improve outcomes and reduce need for the most expensive support	Taking a longer-term view with the children and young people we support so we can better plan future service need			✓	✓						✓								✓
Investing in prevention to improve outcomes and reduce need for the most expensive support	Additional support for families with early years children (aged 0-4) who show clear signs of delayed development			✓															✓
Investing in prevention to improve outcomes and reduce need for the most expensive support	Better signposting to support for families with children with autism or another similar neurodiversity			✓															✓
Investing in prevention to improve outcomes and reduce need for the most expensive support	Proactively supporting struggling families, to reduce the number of young people being taken into care			✓				✓											✓
Investing in prevention to improve outcomes and reduce need for the most expensive support	Working with young people in residential care to help reunite them with their family or support them into foster care			✓				✓											✓
Investing in prevention to improve outcomes and reduce need for the most expensive support	Support for at risk groups and individuals to reduce levels of homelessness twinned with work to help homeless people out of temporary accommodation			✓	✓						✓	✓					✓		
Raising money fairly	Increasing Council Tax by 4.99% in line with the assumption Central Government makes to allocate funding to the council	✘			✘			✘			✘	✘				✘			
Raising money fairly	Increasing the cost of the green waste subscription service to £75 per year for 2026/27 to allow us to continue to cover the costs of providing the service	✘			✘			✘			✘	✘				✘			
Raising money fairly	Increasing the price of our community meals service to help cover the operating costs	✘			✘			✘			✘	✘				✘			
Raising money fairly	Ensuring all South Gloucestershire's towns and parishes are fairly funded																		
Stopping, cutting back and prioritising services and support	Ensure that those who receive adult social care support from the council are receiving care that is proportionate with their needs, scaling back care support where it helps individuals build and maintain independence						✓	✓											

Project	Brief Description	Female	Male	Children and Young People	People of younger ages (<45)	46 to 65	Over 65	Disabled	Non disabled	White British	Minority Ethnic Groups	LGBTQ+	Heterosexual	Religion	No religion	Lower income	UK Armed Forces	Not UK Armed Forces	Care Experience
Stopping, cutting back and prioritising services and support	Consider options to stop the HandyVan service						✘	✘											
Stopping, cutting back and prioritising services and support	Consider options for our pest control service	✘			✘			✘			✘	✘				✘			
Stopping, cutting back and prioritising services and support	Review the business case for delivering services on a commercial basis to schools																		
	Total Positive Impacts:	**4**	**3**	**13**	**6**	**3**	**19**	**23**	**3**	**3**	**6**	**4**	**3**	**3**	**3**	**3**	**4**	**3**	**15**
	Total Negative Impacts:	**22**	**5**	**11**	**16**	**5**	**14**	**30**	**3**	**3**	**23**	**15**	**3**	**5**	**3**	**24**	**3**	**2**	**10**

SECTION 6 – RESEARCH ACTIVITY FINDINGS

Armed Forces Community

During 2024, South Gloucestershire Council conducted research resulting in the publication of the following report: "Research into Veterans Living in South Gloucestershire"

Key findings for South Gloucestershire include:

- 41.8% of veterans are aged 75 years and over - 81.1% of veterans are aged 50 and over
- 56.1% of households with at least 1 veteran are deprived in at least one dimension (either education, employment, health or housing)
- 49.3% of veterans aged over 65 are not in good health
- 30.6% of veterans are disabled under the Equalities Act
- 42.3% of veterans over 65 are disabled

National findings include:

Health and Wellbeing

Mental Health & Trauma: Veterans are significantly more likely to receive diagnoses for anxiety, depression, and PTSD (affecting roughly 1 in 25 regulars).
Substance Misuse: Alcohol misuse is notably more prevalent among ex-service personnel than civilians, with treatment-seeking veterans reporting double the rate of alcohol-related harm (37% vs 15%).
Disability & Loneliness: Nearly half (48.7%) of veterans are disabled - a much higher proportion than the civilian average. Disability is strongly linked to loneliness, which affects 31.3% of the UK veteran community.
Access Barriers: Veterans frequently struggle with NHS transitions, including long waiting lists and a perceived lack of military-specific understanding among healthcare professionals. Younger veterans are also less likely to be registered with a dentist than older veterans.

Housing and Financial Instability

Homelessness: While overall veteran homelessness is estimated at 0.3%, many struggle with long-term housing stability.
Credit & Loans: Veterans may face declining credit scores or loan denials due to lenders being unfamiliar with military service history or the financial gaps during transition.

Employment and Career Progression

Unemployment: Working-age veterans are nearly twice as likely to be unemployed as their civilian peers. Ethnic minority veterans are twice as likely to be unemployed as their white veteran peers.
Underemployment: Over 56% of those who served below officer rank report skills-related underemployment. Many veterans struggle to translate military qualifications into civilian equivalents recognized by employers.

Barriers for Underrepresented Groups

Ethnic Minorities: Reports from 2025 indicate that 20% of ethnic minority veterans experience racism in the workplace, and they are more likely to report housing instability.
Women: Female veterans frequently report higher rates of bullying, harassment, and discrimination (64%) compared to currently serving women (58%).
LGBT+: Some LGBT+ veterans continue to feel alienated from the veteran community due to historical negative experiences during their service.

Education

Service Pupils face considerable challenges in education, including:-

- Moving every 2 – 3 years;
- A lack of shared experiences with other school children from a non-military background;
- Anticipatory loss such as death in service or PTSI;
- Repeated family reintegration;
- Changing schools at critical times.

Service families often face additional pressures on family life resulting from separation from loved ones due to deployment on exercises and operations. They also tend to be more mobile than families in the general population, moving every two years, with moves sometimes unplanned and at short notice. This can lead to disrupted health and social care treatment for the partners of service personnel and their children of all ages.

A 2018 Royal British Legion report on loneliness and social isolation found:

- 1 in 4 of survey respondents indicated that they feel lonely and socially isolated 'Always' or 'Often'.
- Almost 70% agreed that loneliness and social isolation are issues in the Armed Forces community.
- Moving to a new area was the most common cause of social isolation amongst survey respondents.
- Exiting the Armed Forces was the most common cause of both loneliness and social isolation.

Findings from this research suggest that some elements of Forces' lifestyle can increase vulnerability to loneliness and social isolation. These include increased volume of transitions in the Forces, a culture of self-reliance and avoidance of 'weakness', long periods of separation from partner and family, impact of injury and/or sudden discharge on career and family.

LGBTQ+ Community

During 2025, South Gloucestershire Council conducted research resulting in the publication of the following report: "Living Proud in South Gloucestershire: Understanding and improving the lives of LGBTQ+ communities".

Findings include:

- Our LGBTQ+ population still faces many inequalities across key areas of life.
- These are complex, interconnected, and deeply rooted in social structures.
- At the individual level, these affect health, education outcomes, housing, employment and safety.
- At the community level, these inequalities impact on social cohesion, economic development, trust in public services and crime.

The evidence points to:

- Persistent experiences of discrimination and harassment across many domains of life for LGBTQ+ people.
- Gaps in data collection around LGBTQ+ people's experiences of services and life more broadly.
- Gaps in training and awareness of the extent and impacts of discrimination as faced by many LGBTQ+ people.
- LGBTQ+ voices and experiences often omitted from policy design and implementation across levels of government.

Findings in respect of a range of life areas include:

Health and wellbeing

- Several research papers have pointed to increased rates of health-risk behaviours among the LGBTQ+ population, particularly around smoking, drinking alcohol and drug use.
- Research has also found LGBTQ+ people are, on-average, less satisfied with life than the general UK population, with trans and non-binary people reporting the lowest level of life satisfaction.
- LGBTQ+ people also report poorer mental health and anticipate or experience homophobia, biphobia, transphobia and heterosexism with particularly strong links to feelings of stress, isolation, anxiety and depression at the person-level. There is evidence of an increased rate of self-harm, suicide and suicidal thoughts.
- Barriers to accessing inclusive and affirming healthcare remain a recurring theme in existing research and analyses into the community.

Education

- LGBTQ+ young people often face bullying and discrimination and report feeling underrepresented in school environments, often feeling isolated and without anybody to seek support from
- Inconsistency in staff training and inclusive policies within schools and a lack of institutional support and visible LGBTQ+ role models often contribute to a sense of invisibility and exclusion.
- Young LGBTQ+ people have often faced specific challenges that have meant many feel shut out of education, training and work.

South Gloucestershire's Online Pupil Survey (2023)[5]:

- Survey data from schools in South Gloucestershire shows LGBTQ+ pupils in year groups 8 to 13 report higher rates of bullying, feeling unsafe at school, and poorer mental wellbeing compared to heterosexual and cisgender peers.
- LGBTQ+ pupils are more likely to worry about discrimination linked to their ethnicity, sexuality, gender, or disability.
- They are also more likely to report feeling pressured into sexual activity before they are ready.
- Disparities are also evident in health risk behaviours, such as higher rates of regular drinking and smoking among the LGBTQ+ group.

[5] South Gloucestershire's Online Pupil Survey (2023)

Survey demographics:

- A higher proportion of survey respondents identifying as LGBTQ+ reported having a disability, special educational needs, and being in receipt of free school meals compared with heterosexual and cisgender pupils.
- The LGBTQ+ group also included a greater proportion who noted their sex as female, and a smaller proportion from an ethnic minority background.
- These figures are descriptive only and unlike the aforementioned outcome measures, should be interpreted as patterns observed in the dataset as opposed to showing a statistically significant difference.

Employment

- Some progress has been made in recent years within workplace policy, yet many LGBTQ+ employees still feel unable to be open about their identity at work due to fear of discrimination or exclusion. Many report that they feel a need to hide their identity or gender expression when at work, which can impact on mental health and wellbeing. There are several noted barriers to reporting incidents of discrimination, bullying or harassment in the workplace, including fear of reprisal, a lack of trust in employer support, or unresolved complaints.

Housing

- Homelessness, particularly hidden forms, such as sofa-surfing and unstable short-term accommodation, is a prevalent issue among LGBTQ+ individuals, with evidence suggesting as many as one in five experiencing it at some point in their lives. Vulnerability is notably higher among those who are disabled, from minority ethnic backgrounds, or identify as trans.
- Research also suggests LGBTQ+ young people are more likely to experience homelessness (particularly hidden homelessness) than their heterosexual and cisgender peers.
- LGBTQ+ people are at least as likely—and in some cases more likely—to experience intimate partner violence or domestic abuse as the heterosexual and cisgender population, and may face additional barriers in accessing support services due to anticipated or experienced discrimination, or services not being viewed as inclusive.
- Younger LGBTQ+ people may be particularly vulnerable to domestic abuse within a familial or relationship setting, including emotional or psychological abuse linked to their sexual orientation or gender identity.

Social care

- Data suggests older LGBTQ+ adults are more likely to live alone and lack traditional family support, increasing reliance on formal care services. Barriers to accessing social care include anticipated stigma, past discrimination faced by healthcare professionals, and a lack of LGBTQ+ inclusive environments or communities, particularly in supported housing options.
- Children and young people identifying as LGBTQ+ face unique challenges that put them at a greater risk of needing children's social care, such as homelessness, family rejection, bullying and hate crime. Research suggests that LGBTQ+ young people are more likely to enter care, experience frequent placement moves, and remain in care longer than their heterosexual and cisgender peers. They also report poorer health outcomes and greater dissatisfaction with care systems, often stemming from identity-based rejection and discrimination by families, peers, professionals, and society.

Hate crime

- Hate crimes against LGBTQ+ individuals, which are rooted in homophobia, biphobia, and transphobia, cause lasting psychological harm and often contribute to social withdrawal at various points throughout a victim's life. These crimes undermine inclusion, safety and trust in public institutions (particularly in ones where visible allyship is lacking) at both the person and community level.
- Despite their prevalence, many incidents go unreported due to fear of discrimination, lack of trust in police, and limited access to support, which leave patterns of hate and abuse unchallenged. Intersecting identities, such as race, disability and religion, face compounded risks and isolation.
- Local level data on this topic remains limited, leading to a potential gap in our understanding of the prevalence and impacts of hate crimes against LGBTQ+ people and as a result a reduced ability to identify and implement the most impactful actions.

Further Research

It is important to note that the council's Tackling Inequalities Plan 2024/28 is based on significant national and local research, our engagement and consultation activity with organisations, groups and individual residents and the council's ongoing EqIAA activity, and as a result sets out a robustly informed set of 'Equality Priority Areas' and objectives. These are identified as such because they are the areas where this activity combines to evidence the largest and most significant inequalities, which ultimately negatively impact upon individual residents and their families, and our area as a whole.

SECTION 7 - EqIAA OUTCOMES

NB. This section will be updated post consultation.

This is an Initial EqIAA and as such, there is no outcome at this stage. As a result of consultation, resident feedback will be analysed, this EqIAA will be updated and this will form part of decision-making moving forwards.

In addition to the specific proposals under consideration, It is also important to note that the process of developing this EqIAA takes into consideration the 10 identified Equality Priority Areas as set out in the Tackling Inequalities Plan 2024-28 – the key areas where national and local research, and our engagement and consultation activity with organisations, groups and individual residents all combine to evidence the largest and most significant inequalities, which ultimately negatively impact upon individual residents and their families, and our area as a whole. This will information will also form part of decision-making moving forwards

The council wishes to hear and proactively consider any comments in relation to how any aspect of the information and options presented may impact on any community or 'protected characteristic groups'. All feedback in relation to equalities and any point raised within this EqIAA document will inform a full Equality Impact Assessment and Analysis of the Council Revenue Budget and Capital Programme 2027/28.

SECTION 8 – EqIAA EVIDENCE

The evidence which has been used as part of the systematic approach to the consideration of equality impact includes:

- South Gloucestershire Council Budget 2014-15 Consultation Report, January 2014
- South Gloucestershire Council Savings Plan and Budget Report, January 2015
- South Gloucestershire Council Savings Plan and Budget Report, January 2016
- South Gloucestershire Council Savings Plan and Budget Report, January 2017
- South Gloucestershire Council Savings Plan and Budget Report, January 2018
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2019
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2020
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2021
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2022
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2023
- South Gloucestershire Council Budget and Council Savings Plan Consultation Output Report, January 2024
- South Gloucestershire Council Budget and Council Savings Plan Consultation Report, January 2025
- South Gloucestershire Council Budget 26/27 Consultation Report, January 2026
- South Gloucestershire Annual Equalities Reports (2011-12, 2012-13, 2013-14, 2014 –15, 2015-16, 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, 2022-23)
- South Gloucestershire Council Annual Tackling Inequalities Reports (2023/24, 2024/25)
- South Gloucestershire Council Equality Impact Assessment and Analysis (EqIAA) documents and reports
- Research into Veterans Living in South Gloucestershire, South Gloucestershire Council, 2024
- Living Proud in South Gloucestershire: Understanding and improving the lives of LGBTQ+ communities, South Gloucestershire Council, 2025
- "*How Fair is Britain?*", the Equality and Human Rights Commission (EHRC), 2010
- "*Is Britain Fairer?*", the Equality and Human Rights Commission (EHRC), 2015
- "*Is Britain Fairer? (2018)*", the Equality and Human Rights Commission (EHRC), 2018
- Race Disparity Audit, October 2017

APPENDIX 1

The Social and Economic Benefits of our Work

The council works hard to address inequalities faced by all communities. The reason for this is that this work is vital in improving **social and economic prosperity** for all residents, businesses and the district as a whole.

This document sets out some examples of the social and economic benefits of our work to reduce inequalities across all communities.

This information links directly to our Council Plan goals and our Tackling Inequalities Plan objectives.

ACCESSIBILITY

Everyone deserves access to our public spaces; this is why we work to improve the accessibility of our high streets.

- This supports our high street traders and the independence and wellbeing of more people across our communities.
- This work has the ability to unlock **£578 million of additional spend per year** to our local economy in South Glos, from disabled people newly able to access our high streets.

Further information

The 'Purple Pound' is the phrase used to refer to the spending power of disabled people and their households in the UK.

Disabled People in the UK have a spending power of an estimated £446 billion per year[6].

The Census 2021 shows that 0.45% of disabled people in England and Wales live in South Gloucestershire (10,444,776 people declared that they are '*disabled under the Equality Act*' in England and Wales, of which 47,429 people lived in South Gloucestershire = 0.45%[7]).

0.45% of the £446 billion spending power is equivalent to a spending power of £2.007 billion in South Gloucestershire (the 'Purple Pound' in South Gloucestershire).

40% of disabled people say they can't visit local shops as they are inaccessible[8].
40% of £2.007 billion is £802.8m to the local economy of South Gloucestershire.

[6] https://wearepurple.org.uk/the-purple-pound/

[7] https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021

[8] https://business.scope.org.uk/disabled-customers-purple-pound/#:~:text=There%20are%2016%20million%20disabled,people%20had%20issues%20navigating%20websites.

As of early 2026, UK online retail sales account for approximately 28% of total retail sales, with physical "bricks-and-mortar" stores handling roughly 72%[9].

72% of £802.8m = £578.016M.

Additional Information
Work to improve accessibility to bus stops and shelters, parks & open spaces, public toilets, libraries, leisure facilities, the council's One Stop Shops and partnership work with the South Gloucestershire Disability Equality Network to enhance the 'Can't Wait Scheme' all combine to provide significant financial value as well as, crucially, the value of social independence.

[9] Office for National Statistics, May 2026

Everyone deserves to be able to stay in their own home as they age or if they become disabled; this is why we provide home adaptations that support people to stay.

- This reduces the public costs of social care and pressure on care homes and increases independence and wellbeing.
  In the year 2024/25 alone, we adapted 512 homes through the use of Disabled Facilities Grants, **saving disabled residents a cumulative £2,540,181**.

Further information

*We adapted **512** homes in the year 2024/25 through the use of Disabled Facilities Grants.*

*These adaptations were at a value of **£2,540,181**.*

***Source:** SGC Insight and Engagement Team, 2026, 'Housing Performance Monitoring Report', Place Department. For Quarter 3 – 2025/26.*

ADULT SOCIAL CARE

We provide Adult Social Care (ASC) across South Glos.

- The total value of the ASC sector to the economy in England is **£68.1 billion** (2024).
- The ASC sector in England provides **£265 billion worth of benefit to our society** through improved wellbeing, better quality of life and reduced NHS costs. This equates to an estimated benefit to South Glos of up to **£1.5 billion**.
- For every £1 spent in the sector, there are £2.40 worth of these benefits.
- Our work in South Glos to bring care and support to people earlier increases this benefit to **£3.17** for every £1 spent.

Further information

The total direct, indirect, and induced value of the adult social care sector in England was £60.2 billion.

The socioeconomic benefits of the adult social care sector in England were £265 billion, while the costs were £110 billion (2023). This means that for every £1 spent in the sector, there was £2.40 in socioeconomic benefits[10].

Taking the figure of £265bn worth of benefit to society, if we were to assume that the benefit was realised equally amongst the 153 authorities in England providing social care, that would mean a benefit to South Glos of £1.73bn. However, South Gloucestershire is a smaller authority than many meaning the proportion for South Gloucestershire would likely be smaller than this.

Alternatively, a calculation based on the number of employees within the sector results in the following:

[10] Skills for Care – Economic value of the Adult Social Care sector

There are 9,300 employees in South Gloucestershire according to Skills for Care data, meaning a benefit to South Gloucestershire of £1.55bn, hence this point states *"…this equates to an estimated benefit to South Glos of up to £1.5b*".

Our work in South Glos to bring care and support to people earlier includes work such as: housing related support, supported housing, promoting physical activity, social prescribing, advocacy and peer support - helping people maintain their health and independence).

EDUCATION

Everyone deserves a decent education; this is why we work with schools to improve pupil attendance and reduce absence.

- This supports the future health and financial wellbeing of children & young people as well as the South Glos economy.
- Pupils who are persistently absent from school are 60% less likely to go on to sustained employment, rising to 75% less likely for pupils who are severely absent.
- Absence from school also effects earnings. Pupils who miss 10-11% of their lessons earn nearly 25% less than pupils who are absent from 0-1% of lessons.

Further information

The Impact of School Absence on Lifetime Earnings, Research report, March 2025, Department for Education (DfE)

This report estimates the monetary impact of one day of school absence within state funded English secondary schools.

The findings of this report are consistent with previous departmental research in this area, which found pupils who had between 95-100% attendance in Year 11 were 1.9 times more likely to achieve a Grade 5 in English and Maths GCSE compared to pupils who only attended 90-95% of the time (DfE, 2025).

The estimates within the report can underpin discussions on the importance of attending school, highlighting how this can affect skills and human capital in the economy.

Everyone deserves to find a career path that works for them; this is why we provide career guidance and upskilling support across South Glos.

- This supports local economies to function effectively, boosting employment rates and therefore the number of people with skills needed by local businesses. This creates a healthier economy, increasing the benefit to society as a whole.

- For every £1 spent on youth guidance there are £2.50 worth of benefits to the country, rising to £3.20 worth of benefits for every £1 spent on guidance for unemployed adults.

- In the year 2025/26 through our programmes 'Skills Connect' and 'SGC Youth Guarantee Trailblazer', we supported 72 unemployed people (over 18's) into employment, **adding around £252,000 to the pockets of these South Glos residents** and **boosting the economy by £1.68 million**, and supported 86 people into increased incomes.

- Between August 2024 – May 2026, our Coach supported 20 unemployed people (over 19's) into paid employment, **adding around £70,000 to the pockets of these South Glos residents** and **boosting the economy by £468,000**.

- During this time our Coach also supported 31 people into voluntary work, **boosting the economy by £62,372** and delivering **£20,863 worth of wellbeing benefits** to these individuals.

Further information

Source: "Investing in Careers: What is career guidance worth?", T. Hooley, C. Percy and S. Neary, University of Derby, CDPG

Public Health England, 2017, 'Movement Into Employment: Return on Investment Tool Estimation of benefits from moving an individual from unemployment into sustainable employment': Assuming that the unemployed people we supported into employment *returned* to work, studies show this leads to a £3,500 financial gain to the individual, a £500 financial gain to the Local Authority (South Glos Council), and £11,700 savings to national government.

The overall gain to society (excluding transfers between individual and government) and based on a local economy multiplier of 1.6 and 1.66 health-specific multiplier, is £23,400 per person returning to work.

£3,500 of financial gain per person returned to work; 72 people retuned to work; £3,500 multiplied by 72 is **£252,000** collectively.

The overall gain to society is £23,400 per person returned to work; 72 people returned to work; £23,400 multiplied by 72 is **£1,684,800.**

Public Health England, 2017, 'Movement Into Employment: Return on Investment Tool Estimation of benefits from moving an individual from unemployment into sustainable employment': Assuming that the unemployed people we supported into employment *returned* to work, studies show this leads to a £3,500 financial gain to the individual, a £500 financial gain to the Local Authority (South Glos Council), and £11,700 savings to national government.

The overall gain to society (excluding transfers between individual and government) and based on a local economy multiplier of 1.6 and 1.66 health-specific multiplier, is £23,400 per person returning to work.

33 people returned to work; £23,400 multiplied by 33 is **£772,200**.

Public Health England, 2017, 'Movement Into Employment: Return on Investment Tool Estimation of benefits from moving an individual from unemployment into sustainable employment': Assuming that the unemployed people we supported into employment *returned* to work, studies show this leads to a £3,500 financial gain to the individual, a £500 financial gain to the Local Authority (South Glos Council), and £11,700 savings to national government.

The overall gain to society (excluding transfers between individual and government) and based on a local economy multiplier of 1.6 and 1.66 health-specific multiplier, is £23,400 per person returning to work.

£3,500 of financial gain per person returned to work; 20 people retuned to work; £3,500 multiplied by 20 is **£70,000** collectively.

The overall gain to society is £23,400 per person returned to work; 20 people returned to work; £23,400 multiplied by 20 is **£468,000**.

Department for Culture, Media & Sport, 'Research and analysis: Estimating the economic and social value of volunteering' (1published 11 July 2025): The total economic impact of formal volunteering activity in England in 2021/22, based on the replacement cost and wellbeing benefits of volunteering, was estimated at £24,690,000,000. This is an underestimate relative to previous years and the full range of benefits due to pandemic-related restrictions.

This represents an average economic impact of £2,012 per volunteer. 31 people were supported into volunteer work. £2,012 multiplied by 31 is **£62,372**.

Volunteering has a wellbeing benefit of £673 per volunteer. £673 multiplied by 31 is **£20,863**.

Data from Community Learning & Skills Team, South Gloucestershire Council.

POVERTY & FINANCIAL HARDSHIP

Everyone deserves to have theirs and any dependents' basic needs met, even if they are tackling poverty or significant financial hardship; this is why we work to support people to take up the benefits they're entitled to.

- This work reduces wealth inequality, which is essential for reducing poverty, improving health, quality of life and life chances for all.
- There is currently £72 million of unclaimed benefits in South Glos.

In 2024-25:

- Income maximisation and benefits checks delivered by the council generated £4.48 million in additional income for residents.
- We provided £447,775 support for food – this went to 3,968 households who each had £113 more for food that year.
- We provided £378,665 of support for energy & water – this went to 1,509 households, equivalent to £251 per household for energy & water that year.

Further information

Source: Tackling Inequalities Plan Progress Report 2024-25

£72,354,000 of support is estimated unclaimed in South Gloucestershire.
There is at least 22,414 eligible claimants for additional support, with an average missed claim of £3,228.
Source: Policy in Practice.

Everyone deserves enough food to sustain themselves, particularly through a day of learning and even if their care-givers are tackling poverty or significant financial hardship; this is why we work to encourage take-up of Free School Meals (FSM) to those who are eligible.

- Increasing FSM take-up would increase government funding to South Glos schools, save families money on food, and hugely benefit the wider economy.
- 17.3% of pupils in South Glos are eligible for FSM.
-

If Free School Meals (FSM) were taken up by everyone who was eligible in South Glos in 2024-25…

- our schools would've received **£2,246,726 more funding** (linked to Pupil Premium).
- families would've **saved an additional £870,273 on groceries** (from 1,776 more children taking up FSM).

- parents/ guardians would've each **saved 32.5 hours a year** (almost a full working week) per child who's taken up FSM, from reduced time having to make packed lunches.

Further information

In the year 2024-25 the number of Primary and Secondary school children eligible for FSM in South Glos was 6,623 (this is an eligibility rate of 15.9%). (January 2025 Census – gov.uk)

The number of FSM eligible children who took up their FSM in South Glos was 4,847. (January 2025 Census – gov.uk)

This difference between the number of children eligible and number of children who likely took-up FSM is **1,776**.

The increase in linked Pupil Premiums received by schools in South Glos is **£1,265 per child** (average for Primary and Secondary school aged children). (The Food Foundation, Spring 2025, 'The Superpower of Free School Meals'. Evidence Pack Update)

£1,265 multiplied by 1,776 is **£2,246,726**

A family previously purchasing a school meal saves £490 per child (based on £2.58 per child per day for 190 school days per year) (The Food Foundation, Spring 2025, 'The Superpower of Free School Meals'. Evidence Pack Update)

In South Glos in 2024-25, there were 1,776 children eligible for FSM but not taking them up (see row above for calculation).

1,776 multiplied by £490 per child equates to £870,273 in groceries savings for families not having to make these packed lunches.

The average weekly time (minutes) saving from not having to make packed lunches is 50 minutes. (Impact on Urban Health, 2022, 'Investing in Children's Future: A Cost Benefit Analysis of Free School Meal Provision Expansion: Final Report')

There are 39 weeks in a school year, so 50 multiplied by 39 is 1,950 minutes for annual time spent. To convert this to hours, 1,950 divided by 60 is 32.5.

The average annual time (hours) saving from not having to make packed lunches is 32.5, per child who takes up FSM.

HOUSING

Everyone deserves a healthy, liveable home; this is why we help improve the energy efficiency of homes in South Glos.

- This enables households to spend less on energy bills and more in the local economy. It prevents damp, mould, and extreme temperatures, improving our residents' health and wellbeing and reducing NHS costs.
- Public-funded energy saving measures installed in 2024 alone have **saved South Glos residents £52,326 per year on energy bills**.
- In the year 2024/25 alone, we helped make 281 non-decent homes in South Glos 'decent', through work such as energy improvements.
- …This work is estimated to save the NHS around £6,000 over the next 25 years from improved or maintained health.
- …If we maintain this rate of home improvements each year, this is estimated to save the NHS at least £150,000 over the next 25 years.

Further information

Source: Health Impacts of Net-Zero Housing in England, 2025

Household energy bill reduction from 2024 household energy efficiency improvements is £17,700,000 per year. (Department for Energy Security and Net Zero, March 2025, 'Household Energy Efficiency annual report')

6% of this is from the South West, which equates to **£1,062,000** savings per year.

The South Glos population in 2024 was **4.93%** of the South West population (290,700 https://beta.southglos.gov.uk/key-facts-and-figures-about-the-area/ compared to 5,900,000 in the South West South-West population stats in maps and graphs.)

4.93% of £1,062,000 is **£52,326**. This assumes that South Glos received the same rate of household energy efficiency improvements, and has the same household distribution (e.g. persons per household) as the South West as a whole.

Source: Sustainable Times, 'Retrofitting Homes Could Save NHS England £1.4 Billion, New Report Finds', (30 July 2025) – quoting UK government research study: NHS savings from full fabric retrofits of 14 million homes in England is estimated to be £300 million by 2050. This is £21.43 per home.

For the 281 homes SGC 'made decent' through interventions such as energy improvements, this is assumed to be full fabric retrofits as quoted in the paper above. £21.43 multiplied by 281 is £6,021 (rounded down to **£6,000**).

If this rate stays the same over the next 25 years: £6,000 multiplied by 25 is £150,000.

Everyone deserves the basic need of housing; this is why we help prevent and reduce homelessness in South Glos.

- This work costs less - allowing homelessness to persist for 1 year costs the public purse at least an additional £3,000-£19,000 per person (depending on their situation).

- Since 2020/21, we have prevented or relieved homelessness for an average of 637 people each year.

- This represents a saving to South Glos residents of £1.9 million - £12.1 million per year.

Further information

Source: N. Pleace, 2015, 'At what cost? An estimation of the financial costs of single homelessness in the UK', Crisis: Four situations ('vignettes') outlined, showing **cost per person** of allowing homelessness to persist for 12 months from **£4,668 to £20,128** (2014-15 figures, so likely higher now and therefore the figures quoted here are an underestimate).

Each situation also shows the **prevention cost** to the public sector, ranging from **£1,426 to £4,726**.

The cost of allowing homelessness to persist for 12 months, minus the prevention cost to the public sector, gives the 'additional cost' to the public purse of allowing homelessness to persist for 12 months. This calculation results in 'an **additional £3,000-£19,000 cost** of allowing homelessness to persist for 1 year, per person'.

We prevented or relieved homelessness for the following number of people each year: 2020/21: 727; 2021/22: 605; 2022/23: 682; 2023/24: 639; 2024/25: 530.

This is an average of 636.6 (rounded to **637**) per year. Using the £3,000 - £19,000 cost saving to the public purse as shown above, the savings in South Glos are £1.9m – 12.1m.

Source: SGC Insight and Engagement Team, 2026, 'Housing Performance Monitoring Report', Place Department. For Quarter 3 – 2025/26.

Everyone deserves the basic need of housing; this is why we support everyone to access it.

- In the year 2024/25 alone, we supplied 617 homes for Social Rent and Intermediate (controlled lower rent or options such as Shared Ownership) Housing, beating our target by 167 homes.

Approved quotes:
"I can't believe it - I feel so lucky and thankful that we now live in this amazing home." - *Alliance Homes affordable housing scheme*

"This place is fantastic. For my boy it's quiet, there's a garden and best of all he's got his own bedroom - it couldn't be better. We're both so happy and grateful for our new home, I feel the future is bright." - *Alliance Homes affordable housing scheme*

- Since 2020/21, South Glos has either been a top performer or top 3 performer for delivery of housing for Social Rent, across all local authorities in England.

- In the period 2024/25 to 2025/26, in partnership with Bromford, we secured 9 properties to address homelessness pressures and house veterans on Afghan Resettlement schemes, supporting those who supported the British Armed Forces.

Further information

Resident quotes:

"*I can't believe it - I feel so lucky and thankful that we now live in this amazing home." - Alliance Homes affordable housing scheme.*

"This place is fantastic. For my boy it's quiet, there's a garden and best of all he's got his own bedroom - it couldn't be better. We're both so happy and grateful for our new home, I feel the future is bright." - Alliance Homes affordable housing scheme.

Source: Social Rent Delivery in England: Top five performing Local Authorities

The Afghan Citizens Resettlement Scheme ran from January 2022 to July 2025. It was for those who assisted the UK efforts in Afghanistan and stood up for values such as democracy, women's rights, freedom of speech, rule of law, and vulnerable people, including women and girls at risk, and members of minority groups at risk (including ethnic and religious minorities and LGBTQ+ communities).

The Afghan Relocations and Assistance Policy (ARAP) was launched on 1 April 2021 and closed on 1 July 2025.

EMPLOYMENT

Everyone deserves a job; this is why we work to tackle common barriers to employment such as non-flexible working hours, inaccessible office set-ups and workplace bullying & harassment.

- This work leads to a more inclusive working environment, which enables a greater diversity of people to thrive in our workplace, and which improves productivity.

- Workplace bullying & harassment **costs the economy in England £2.3 billion per year** (for example, the costs of negative health and wellbeing, staff turnover and staff absence).

- Eliminating workplace bullying and harassment in all workplaces in the South Glos areas would **save £10.2 million per year in South Glos.**

Further information

Annual cost of workplace bullying and harassment to the NHS in England is £2.281 billion (rounded to £2.3 billion). (The price of fear: estimating the financial cost of bullying and harassment to the NHS in England (2018). Roger Kline and Duncan Lewis)

Number of people in the UK workplace in 2018 was 30,500,000 (Employees in the UK: 2018, Census 2021)

Annual cost of workplace bullying and harassment to the NHS (per person in the UK workplace 2018) was **£74.79*** (£2,281,000,000 divided by 30,500,000). **Likely higher, because the financial cost used in the calc relates to just NHS in England, whereas employee number is for UK. Employee number would be lower for just England, so cost per person higher.*

Number of working age people (16-64) in South Glos in 2018 was **179,858** (SGC Corporate Research and Consultation Team: ONS Mid-year Population Estimates 2018, ONS on 26 June 2019)

Estimated employment rate in UK in 2018 was **75.7%** (UK labour market: December 2018, Census 2021)

Estimated number of people in the workplace in South Glos in 2018 was **136,153** (179,858 multiplied by 75.7%).

Annual cost to the NHS of workplace bullying and harassment in South Glos in 2018 was **£10,182,422** (£74.79 multiplied by 136,153).

Everyone deserves a job; this is why we work to tackle common barriers to employment for people such as non-flexible working hours, inaccessible office set-ups and workplace bullying & harassment.

- Evidence consistently shows that executive teams with greater gender and ethnic diversity outperform less diverse ones.
- For example, the most gender diverse companies have a 39% greater likelihood of financial outperformance compared to the least gender diverse, and the most ethnically diverse companies also have a 39% likelihood of financial outperformance compared to the least ethnically diverse.

***Myth buster** - For organisations to have so-called "Equality/diversity targets" has always been unlawful in British law.*

Further information

Source: McKinsey & Company, November 2023, 'Diversity Matters Even More: The case for holistic impact'

Source: "Unemployment by ethnic background", Research Briefing Number 6385, Brigid Francis-Devine, Campbell Brooks, House of Commons Library, 10 July 2026 https://researchbriefings.files.parliament.uk/documents/SN06385/SN06385.pdf

CLIMATE & NATURE

Everyone and their children deserve a liveable future; this is why we work to mitigate and adapt to the impacts of Climate Change across South Glos.

- This includes for example, providing energy efficiency improvements and advice for households, supporting sustainable travel such as building more walking and cycle routes, and planting new trees and woodlands.

- **UK households are expected to spend on average £3,000 per year to deal with the impacts of Climate Change**, such as extreme temperatures, droughts, storms and harm to health. These costs will increasingly disproportionately affect people experiencing poverty and living on lower incomes, which are more likely to be disabled people, women and ethnic minorities. Our mitigation and adaptation work will help **reduce this cost** to households.

- Cutting the UK's emissions by 87% by 2040 would help reduce household costs by £1,400 per year.

- A Net Zero* economy in the UK would save between a huge £40 billion-£130 billion over the next 25 years from avoided climate damages.

- *Net Zero means as much carbon is absorbed as emitted by the activities that make up our economy, which is supported by e.g. renewable energy generation, and nature-based solutions such as tree planting and peatland restoration, which provide many other co-benefits such as cooler local micro-climates, and healthier ecosystems able to support more wildlife. It's a win-win-win for the economy, people and planet!

- We provide information for residents on how to prepare for our local impacts of a changing climate – see this at the following link: Preparing for local climate change | BETA - South Gloucestershire Council

Further information

Source: Global Witness, 'UK households facing £3,000 climate damage costs this year' (15 April 2025)

Source: Cost of Net Zero by 2050 less than a single fossil fuel price shock – Climate Change Committee (CCC).

Visit: Preparing for local climate change | BETA - South Gloucestershire Council

Everyone and their children deserve a liveable future, which can only be supported by sustainability; this is why our Climate & Nature team support local renewable energy projects such as solar PV.

- In 2024, 43.8% of energy used in the UK was imported. The more renewable energy generated in the UK, the less reliant we will be on imported energy and the more sustainable our energy system for future generations.

- For every £1 invested in reducing our reliance on oil and gas, for example put towards renewable energy projects, the **benefits to the economy are between £2.20 and £4.10.**

- Since 2020 through the dedicated Solar Together Scheme, 562 Solar Panels have been installed on local homes and community buildings in South Glos, **saving residents and communities around £51,000 per year on electricity bills**.

- Since 2020, 76 batteries have also been installed across South Glos.

- There are 8,826 recorded solar installations in South Glos since 2019.

Further information

Source: Department for Energy Security and Net Zero, 2025, 'UK Energy in Brief 2025'

Source: Cost of Net Zero by 2050 less than a single fossil fuel price shock – Climate Change Committee (CCC).

Source: The Renewable Energy Hub UK, February 2026, 'How much Electricity does a Solar Panel produce, UK?' (accessed 04 June 2026).:
Domestic solar panel sizes in the UK usually range from 250 to 400 watts, with an average of 350 watts.
A 350W panel generates around 260 - 270 kWh per year.

The annual electricity usage of a typical UK household is 2,500 kWh, which costs £861. NimbleFins, May 2026, 'Average Gas and Electric Bill per UK Household'. (accessed 04 June 2026).

Therefore one panel generates around 9.5% of the household's annual electricity use, and would save around £91 per year on electricity bills for the typical household.

This means these **562 Solar Panels** save South Glos residents/ communities around **£51,000** per year on electricity bills (562 multiplied by £91 is £51,142).

The Microgeneration Certification Scheme (MCS) has recorded 8,826 solar installations in South Glos since 2019: The MCS Data Dashboard - MCS (accessed 3rd June 2026)

Everyone deserves future employment prospects, and to support our planet and environment if they desire; this is why we investing in 'green'* jobs is vital for a healthy local economy that enables people to learn skills for the future.

- There are 79,000 full time equivalent 'green'* jobs in the South West, **adding £6.3 billion to the UK's economy**. A significant proportion of these jobs exist in South Glos.

- In the year 2024/25, employment growth in 'green'* jobs rose by 10.2% (87,799 full time jobs that year). This is **more than 4x higher than the average UK employment growth of** 2.3% that year.

**Such as jobs in renewable energy, Low Emissions Vehicles, Building Technologies, Green Finance, Pollution control and mitigation, Energy storage, Waste management and recycling, etc.*

Further information

Source: Energy & Climate Intelligence Unit, 2025, 'The future is green: The economic opportunities brought by the UK's net zero economy'

**Such as jobs in renewable energy, Low Emissions Vehicles, Building Technologies, Green Finance, Pollution control and mitigation, Energy storage, Waste management and recycling, etc.*

Everyone and their children deserve a liveable future, and our environment, which provides our food and sustains all life, deserves protection; this is why we support nature to thrive throughout South Glos.

- **Nature is the foundation of our economy**, and ensuring that it thrives and continues protecting and providing for us is vital. The more plant and wildlife diversity we have, the healthier our ecosystems, which provide us with essentials such as food, timber, flood mitigation and carbon storage.

- 75% of crops grown need to be pollinated by insects, but pollinator insect numbers are plummeting, contributing to the Nature Emergency and increasing pressure on our food production and economy. Our Climate & Nature team does vital work to support pollinators across South Glos.

- In areas where there is a large wealth gap, this is usually paired with health inequality, however this reduces in areas with high levels of green space which provides positive health and wellbeing benefits. **Just 2 hours a week in nature improves health and wellbeing.**

- Woodland in the West of England is **worth around £717 million** in carbon capture, air quality improvements and reducing flood and wildfire risk.

Further information

Source: Green Infrastructure Strategy – summary | BETA - South Gloucestershire Council

Source: Great Outdoors: How Our Natural Health Service Uses Green Space To Improve Wellbeing An action report, 2010. A Faculty of Public Health report in association with Natural England.

Source: The Environment Agency – quoted in our: Green Infrastructure Strategy – summary | BETA - South Gloucestershire Council

COMMUNITY SAFETY

Everyone deserves safety and to live a happy and fulfilled life; this is why we work to tackle Hate Crime across South Glos, through prevention as well as support for victims.

- **Hate crimes impose significant economic burdens**, including direct costs like property damage, medical expenses, and legal fees, and broader societal costs such as policing, judicial proceedings, and reduced productivity. These crimes create an ongoing financial burden for society covering costs of fear and long-term psychological impacts on victims and communities.

- Over the last 5 years in South Glos, the number of reported hate crimes has **risen by 72%** costing residents both financially and in terms of societal wellbeing. This follows the national trend.

- There were 137,550 hate crimes recorded by the police in England and Wales in the year ending March 2025, with increases in both race and religious hate crimes.

- On average, there were more than 226 race based hate crimes and more than 51 sexual orientation-based hate crimes **per day** in England and Wales during 2024/25 – our Living Proud report of December 2025 also discusses that **many incidences go unreported**, with some LGBTQ+ people saying hate crime happens too often to report.

Further information

Source: Tackling Inequalities Plan Progress Report 2024-25
Police data shows that during 2020/21 there were 390 recorded hate crimes and in 2024/25 there were 672, an increase of 72.3077%.

Source: Hate crime, England and Wales, year ending March 2025 - GOV.UK

Source: "Living Proud in South Gloucestershire, Understanding and improving the lives of LGBTQ+ communities", South Gloucestershire Council, December 2025.

Everyone deserves the basic need of safety and to live a happy life. Evidence shows that increased financial strain on households reduces community cohesion and this increases the prevalence of hate crime.

- Evidence shows that for each £100 loss per working age adult, racially or religiously motivated crimes rose by approximately 5-6% in 2013/14 and 2014/15. Given an average total loss of £450 per working age adult, these crimes have risen an estimated 25%.

Armed Forces:

- We work with and for everyone across South Glos, with a focus on supporting unity and cohesion. **Unity and cohesion across society supports our Armed Forces and defence** community and is critical to supporting national security.

Further information

Source: Bray et al., 2024, 'Austerity, welfare cuts and hate crime: Evidence from the UK's age of austerity', Journal of Urban Economics, Article 103439, 141.

11.9% of UK Regular Forces were female as at 1 April 2025.
12.2% of UK Regular Forces were from minority ethnic groups (excluding white minorities).
The exact percentage of LGBTQ+ personnel in the British Armed Forces is unknown because disclosing sexual orientation is voluntary. However, for those who do choose to declare, LGBTQ+ individuals accounted for approximately 3.8% to 5% across the different service branches.
Source: UK armed forces biannual diversity statistics: April 2025, Ministry of Defence

HEALTH & WELLBEING

Everyone deserves to live a happy, healthy life; this is why we work to support the health and wellbeing of everyone in South Glos.

- The successful South Glos Prevention Programme was a £2 million one-off fund established in 2022/23, using £1m from the council and £1m from the Bristol, North Somerset and South Glos (BNSSG) Integrated Care Board (ICB) in match funding.
- The programme has driven not only economic benefits to the region, but also improved the health, equity and resilience of the South Glos population.
- Through the programme we helped deliver long-term, transformational system change towards prevention to improve health and wellbeing outcomes for local people and reduce inequalities.
- An evaluation showed that for **every £1 invested** across all projects in the programme, it delivered **£4.50 to £7.50 worth of social benefits**, with these **benefits likely to grow further** from long-term positive outcomes.

Further information

Source: Director of Public Health Report, prevention in South Gloucestershire, 2025

Everyone deserves to be free from addiction, with good health and wellbeing; this is why we support South Glos residents to stop smoking.

- We offer a free, comprehensive Stop Smoking support service to all, whilst also prioritising residents living in areas of high deprivation, and some treatment and care populations at increased risk of harm from smoking (maternity, CVD, Respiratory, mental health).
- In 2025/26 alone, our Stop Smoking service **supported 786 people to quit** smoking, **saving almost £2 million per year** cumulatively for these South Glos residents.
- Savings from this service are even greater as the service supported far more people to try and quit or reduce their smoking - even a short-quit attempt which was unsuccessful or a reduction in quantity being smoked will have financial benefits to those residents.
- **The cost of smoking to the NHS, social care and the economy is well evidenced.** ASH estimates that the total costs of smoking in England are over £17 billion. This includes a £14 billion loss to productivity per year through smoking-related lost earnings, unemployment, and early death (a loss of income on average of £2,451 per smoker per year), as well as costs to the NHS and social care sector of £1.9 billion and £1.1 billion respectively.

Further information

Source: Stopping the start: our new plan to create a smokefree generation - GOV.UK

Source: £14bn a year up in smoke – economic toll of smoking in England revealed, Action on Smoking and Health (ASH)

Everyone deserves to health and wellbeing; this is why we support South Glos residents to take up their NHS Health Checks.

- We support a targeted delivery model for NHS Health Checks, which is increasing the accessibility and uptake in priority groups who have a lower take-up rate. This includes people from Black African, Black Caribbean and South Asian heritage, men, and people living in areas of high deprivation.

- By 2040 the current NHS Health Check programme is likely to reduce absolute health inequalities and is estimated to deliver **£2.93 worth of social benefits for every £1 spent,** compared to no programme.

- The programme aims to reduce health inequalities by detecting and managing health risks earlier, leading to long-term cost savings and improved health outcomes overall. By focusing on people at higher risk, the program can lead to even more effective interventions.

Further information

Source: Is the NHS Health Check improving our population's health?
Review of the NHS Health Check: Annex E: health economic modelling