

Equality Impact Assessment (EIA)

Document control

Title of activity:	<i>Financial Inclusion Strategy</i>
Type of activity:	<i>Strategy</i>
Lead officer:	<i>Madeleine Leathley, National Management Trainee, Policy, Performance and Community</i>
Approved by:	<i>Phillipa Brent-Isherwood, Assistant Director of Policy, Performance and Community</i>
Date completed:	<i>10/01/2018</i>
Scheduled date for review:	<i>28/02/2021</i>

Did you seek advice from the Corporate Policy & Diversity team?	Yes / No
Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	Yes / No

1. Equality Impact Assessment Checklist

About your activity

1	Title of activity	<i>Financial Inclusion Strategy</i>
2	Type of activity	<i>Strategy</i>
3	Scope of activity	<p>This strategy sets out the outcomes that will be pursued across the organisation and in partnership with other organisations and agencies to ensure the promotion of financial inclusion across the borough. The themes identified highlight the areas where skill development is necessary to ensure that residents and future generations are able to become and remain financially included and access the services and products that best meet their needs.</p> <p>The Financial Inclusion Strategy is one of a number of strategies the Council has in place to prevent and/or mitigate the effects of poverty, deprivation and financial exclusion. It should be read alongside, but does not replace, related documents such as the Demand Management Strategy, Housing Strategy and Customer Experience Strategy. The review of the strategy at the end of its initial term will consider how well all these strategies and policies are working together and/or identify and seek to fill any gaps.</p>
4a	Is the activity new or changing?	Yes
4b	Is the activity likely to have an impact on individuals or groups?	Yes
5	If you answered yes:	<i>Please complete the EIA on the next page.</i>
6	If you answered no:	N/A

Completed by:	<i>Madeleine Leathley, National Management Trainee, Policy and Performance</i>
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Date:	10/01/2018
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2. Equality Impact Assessment

The EIA

Background/context:	
<p>In keeping with other key corporate strategies, the Financial Inclusion Strategy seeks to prioritise early help, intervention and prevention, as well as continuing to protect and support those who are vulnerable and need our help now. It therefore focuses on identifying, prioritising and tackling the major causes of financial exclusion, while also promoting the tools and services that facilitate financial inclusion.</p> <p>The strategy outlines the four key priorities that will be implemented across the council to ensure an increase in financial inclusion across the London Borough of Havering. These four priorities are to make available and promote digital inclusion; to educate children and young people about financial services; to provide debt and money advice to those who need it, and to share relevant information about the support and services available effectively both across the council and with residents. By implementing these four priorities the council will be able to provide timely assistance residents in the borough who may be experiencing difficulties now, while also developing skills that will develop and sustain financial inclusion within our communities in the long term.</p> <p>Financial exclusion is the process whereby people encounter difficulties accessing financial services and products in the mainstream market that are appropriate to their needs. These products and services include the ability to get a bank account, to access lower rates of interest on loans and access to internet banking. Access to and understanding of these services and products would enable residents to become financially included and develop long term skills to help them in the future with any monetary issues.</p> <p>Financial inclusion is the process by which the effects of financial exclusion can be overcome. This can be achieved by ensuring that everyone has access to the financial services and products that could enable them to cope with financial pressure, deal effectively with financial distress and manage their money effectively on a day to day basis.</p>	

Age: Consider the full range of age groups	
<i>Please tick (✓) the relevant box:</i>	Overall impact: <i>The priority areas stated in the Strategy are intended to promote positive outcomes for all age ranges. This should help residents</i>
Positive	

Neutral		<i>develop skills that help them to access the range of relevant services provided by the council and others. The strategy references the links between financial exclusion and child poverty and makes reference to working with different age groups (including children and young people) to promote financial inclusion for all residents.</i>
Negative		

Evidence:

See sections relating to digital inclusion and educating children and young people about financial services within the draft strategy. The progress of work with different age groups and the effectiveness of this will be monitored as part of the annual review of the strategy. The measures of performance set out in the strategy include a selection relating to particular age groups and cohorts.

Sources used:

“This is Havering”
<https://www.londonpovertyprofile.org.uk/indicators/boroughs/havering>

Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions

<i>Please tick (✓) the relevant box:</i>		Overall impact: <i>The strategy is expected to have a positive impact on residents with disabilities by facilitating access to the information and services they need to become and remain financially included.</i>
Positive	✓	
Neutral		
Negative		

Evidence:

Specific steps are to be taken to facilitate access to financial inclusion services and support by people with disabilities. For example, the strategy includes actions to provide enhanced mobile outreach provision for those residents who, due to disabilities or other factors, may not be able to travel far to access services. Further details have been explained in the action plan below.

The strategy includes measures of performance relating specifically to the proportion of adults in contact with secondary mental health services who are in paid employment as well as the proportion of adults with learning disabilities in paid employment.

<p>Sources used:</p> <p>Financial Inclusion Strategy</p>

Sex/gender: Consider both men and women

<i>Please tick (✓) the relevant box:</i>		<p>Overall impact:</p> <p><i>The strategy is expected to have a neutral impact on men and women.</i></p>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:

The strategy does not directly implement any priorities that would directly cause positive or negative effects specifically for men or women. Men and women will be equally able to welcome to access the support described in the strategy.

<p>Sources used:</p> <p>Financial Inclusion Strategy</p>

Ethnicity/race: Consider the impact on different ethnic groups and nationalities

<i>Please tick (✓) the relevant box:</i>		<p>Overall impact:</p> <p><i>The strategy is expected to have a positive impact on different ethnic groups and nationalities.</i></p>
Positive	<input checked="" type="checkbox"/>	
Neutral	<input type="checkbox"/>	
Negative	<input type="checkbox"/>	

<p>Evidence:</p> <p>Under the auspices of the strategy, Council officers will work with individuals from different ethnic groups and nationalities to access the appropriate financial inclusion services and support to meet their need. Further details have been explained in the action plan below.</p>
<p>Sources used:</p> <p>Financial Inclusion Strategy</p>

<p>Religion/faith: Consider people from different religions or beliefs including those with no religion or belief</p>	
<p><i>Please tick (✓) the relevant box:</i></p>	
<p>Positive</p>	<input type="checkbox"/>
<p>Neutral</p>	<input checked="" type="checkbox"/>
<p>Negative</p>	<input type="checkbox"/>
<p>Overall impact:</p> <p><i>The strategy is expected to have a neutral impact for people from different religions or beliefs.</i></p>	
<p>Evidence:</p> <p>The strategy does not directly implement any priorities that would directly cause positive or negative effects specifically to people of any particular religion or belief. Residents of all religions and beliefs will be equally able and welcome to access the support set out in the strategy.</p>	
<p>Sources used:</p> <p>Financial Inclusion Strategy</p>	

<p>Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual</p>	
<p><i>Please tick (✓) the relevant box:</i></p>	
<p>Positive</p>	<input type="checkbox"/>
<p>Neutral</p>	<input checked="" type="checkbox"/>
<p>Negative</p>	<input type="checkbox"/>
<p>Overall impact:</p> <p><i>The strategy is expected to have a neutral impact for people who are heterosexual, lesbian, gay or bisexual.</i></p>	

<p>Evidence:</p> <p>The strategy does not directly implement any priorities that would directly cause positive or negative effects specifically to people who are heterosexual, lesbian, gay or bisexual. All of these groups will be equally able and welcome to access the support described in the strategy.</p>
<p>Sources used:</p> <p>Financial Inclusion Strategy</p>

<p>Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth</p>		
<p><i>Please tick (✓) the relevant box:</i></p>		<p>Overall impact:</p> <p><i>The strategy is expected to have a neutral impact for people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth.</i></p>
<p>Positive</p>	<input type="checkbox"/>	
<p>Neutral</p>	<input checked="" type="checkbox"/>	
<p>Negative</p>	<input type="checkbox"/>	
<p>Evidence:</p> <p>The strategy does not directly implement any priorities that would directly cause positive or negative effects specifically to people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth. All residents will be equally able and welcome to access the support described in the strategy.</p>		
<p>Sources used:</p> <p>Financial Inclusion Strategy</p>		

<p>Marriage/civil partnership: Consider people in a marriage or civil partnership</p>		
<p><i>Please tick (✓) the relevant box:</i></p>		<p>Overall impact:</p> <p><i>The strategy is expected to have a neutral impact for people who are in a marriage or civil partnership.</i></p>
<p>Positive</p>	<input type="checkbox"/>	
<p>Neutral</p>	<input checked="" type="checkbox"/>	

Negative		
Evidence:		
<p>The strategy does not directly implement any priorities that would directly cause positive or negative effects specifically to people in a marriage or civil partnership. All residents will be equally able and welcome to access the support described in the strategy, regardless of whether they are married, in a civil partnership, cohabiting or single.</p>		
Sources used:		
Financial Inclusion Strategy		

Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		<i>The strategy is expected to have a neutral impact for people who are pregnant and those who are undertaking maternity or paternity leave.</i>
Neutral	✓	
Negative		
Evidence:		
<p>The strategy does not directly implement any priorities that would directly cause positive or negative effects specifically for people who are pregnant and those who are undertaking maternity or paternity leave. However it does reference the links between financial exclusion and child poverty and sets out specific performance measures relating to the percentage of dependent children aged under 20 living in relative poverty and the percentage of children aged under 16 in low income families.</p>		
Sources used:		
<p>“This is Havering” https://www.londonpovertyprofile.org.uk/indicators/boroughs/havering</p>		

Socio-economic status: Consider those who are from low income or financially excluded backgrounds		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive	✓	<i>The Financial Inclusion Strategy focuses on the promotion of skills for</i>

Neutral		<i>those who are, or may be at risk of becoming, financially excluded so that they are able to overcome the difficulties which currently exist for them.</i>
Negative		
<p>Evidence:</p> <p>The Financial Inclusion Strategy is structured around 4 key priorities to promote financial inclusion across the borough with a focus on developing skills that will assist residents in the long term.</p> <p>These priorities are to assist with digital inclusion; to educate children and young people about financial services; to provide money and debt advice in the community, and to share information about available services and support more effectively both within the council and with residents.</p>		
<p>Sources used:</p> <p>Financial Inclusion Strategy House of Lords Committee Report Help to Save Programme – HMRC</p>		

Action Plan

Protected characteristic	Identified negative impact	Action taken to mitigate impact*	Outcomes and monitoring**	Timescale	Lead officer
Disability	Expected to be more likely to be financially excluded before the implementation of the Financial Inclusion Strategy.	Services will be accessible to individuals with disabilities. The PASC has disabled access and staff are able to assist customers with literacy issues.	<p>People with a disability will be able to access the services that are included within this Financial Inclusion Strategy. This should lead to a decrease in the amount of people with disabilities being financially excluded.</p> <p>Specific measures of performance include the percentage of adults in contact with secondary mental health services in paid employment and the percentage of adults with learning disabilities in paid employment.</p>	This should be monitored as part of the annual review.	<p>Policy and Performance team to communicate with Customer Services Operations Manager.</p> <p>The identified performance indicators are led by the North East London Foundation Trust (NELFT), supported by Adult Social Care and others.</p>
Ethnic Minorities	Expected to be more likely to be financially excluded before the implementation of	Services will be accessible to individuals from ethnic minorities. The strategy	People from ethnic minorities will be able to access the services that are included within this Financial Inclusion Strategy.	This should be monitored as part of the annual review.	Policy and Performance team to communicate with relevant community groups, faith groups and

	the Financial Inclusion Strategy.	focuses on working with different community groups to develop skills that promote financial inclusion, as well as on promoting the support available.			the Havering Volunteer Centre.
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Review

The EIA and associated action plan will be reviewed by 28th February 2021 by a member of the Policy, Performance and Community team.