

Financial Inclusion Together Awareness Raising Session

Equality Impact Assessment

Financial Inclusion Together - Awareness Raising Session

Contact: Helen Jackson, Adult and Business Services

Updated: 21.05.14

1. What type of proposal / decision is being assessed?

A project proposal

2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The two main aims of the project are:
To improve the strategic co-ordination and collaboration of services across Conwy and Denbighshire to ensure that financial inclusion is integrated and embedded into the normal service delivery of relevant public, private and third sector organisations.

To improve access to quality financial inclusion information and advice services which will ensure that people in Conwy and Denbighshire are empowered to manage a challenging economic future.

The purpose of the the proposal is to develop and improve awareness of financial inclusion amongst frontline workers within Local Service Board partner organisations across Conwy and Denbighshire. Frontline staff will be equipped to identify, offer basic support, signpost and refer effectively. In addition their improved knowledge will enable them to address any financial inclusion issues on a personal level. The increased knowledge and awareness amongst frontline workers will result in improved access to specialist advice agencies and support for citizens - with the ultimate aim of reducing poverty

3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes	This proposal will impact frontline workers and ultimately citizens within Local Service Board organisations in Conwy and Denbighshire
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4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

(Please refer to section 1 in the toolkit for guidance)

The project proposal was developed collaboratively with a steering group made up of stakeholders from a wide range of organisations.

A baseline survey and training needs analysis was conducted to gain views from a broad range of stakeholders. The programme is being developed with a task and finish group made up of representatives from key partners. The programme is also being piloted prior to the main delivery phase from January 2014.

5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

(Please refer to section 1 in the toolkit for a description of the protected characteristics)

This proposal will improve access to services and maximise the income of groups at risk of financial inclusion issues. People within protected groups are potentially at a higher risk of financial inclusion issues, these include people with disabilities and older people. The increased knowledge and awareness of frontline staff will result in them receiving better service and an earlier intervention.

6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?

No - From a frontline worker perspective we need to ensure that the Awareness Raising Sessions are accessible to all. The pre course booking form asks participants if they have any additional needs, if any are highlighted we'll take appropriate measures to ensure that they are not a barrier to accessing the session.

7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.

<Please Select>

N/A

8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?

Yes	<p>All the training venues that we use will have full disabled access. The resources and materials used will be clear with high contrast font used. Requests for adaptations such as training materials in different formats, interpreters, hearing loops, etc will be considered on an individual basis.</p> <p>As requirement of the project funders we are capturing Equality and Diversity information from everyone who attends the Awareness Raising Session</p>
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Action(s)	Owner	By when?
Monitor the 'additional requirements' question on the session booking form. If there are requirements that we're not able to currently meet which create a barrier to accessing the sessions, seek to review and adapt our sessions to eliminate the barrier.	Sarah Lamberton	Throughout the project
Work with frontline workers to gain case studies which relate to individuals with protected characteristics to gain citizen perspectives and experiences of accessing services	Sarah Lamberton	Throughout the project
Develop links with organisations and groups who support people with protected characteristics and capture information on particular challenges they have around accessing financial inclusion services. This information can then be used to influence future service delivery	Sarah Lamberton	Throughout the project
<Please describe>	<Enter Name>	<DD.MM.YY>
<Unrestrict editing to insert additional rows>	<Enter Name>	<DD.MM.YY>

9. Declaration

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	1.11.14
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Name of Lead Officer for Equality Impact Assessment	Date
Helen Jackson	27/10/13

Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.
