

## Appendix 4

### Initial Equalities Impact Assessment

1. Within the aims and objectives of the policy or strategy which group (s) of people has been identified as being potentially disadvantaged by your proposals? What are the equality impacts?

The aim of the Financial Inclusion Strategy is to ensure that fewer people in the city are financially excluded. As such we would expect to see a positive impact on certain vulnerable groups, and also groups with protected characteristics.

Reductions in benefits impact disproportionately on single parents and people with disabilities. Older people and people in the private rented sector are disproportionately impacted by fuel poverty. Actions proposed in this strategy will therefore reduce the inequalities created for these groups.

2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?

Please provide further details of the proposed actions, timetable for making the changes and the person(s) responsible for making the changes on the resultant action plan

Monitoring of the implementation of the Financial Inclusion Strategy will include reporting on the groups of people positively impacted by the measures which have been undertaken.

A Financial Inclusion Dashboard will be created to identify any groups not benefiting from the measures being taken so that mitigating action can be planned and delivered.

3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Please note that you are required to involve disabled people in decisions that impact on them

Public consultation was carried out during April 2014. Stakeholders in the Housing and Third Sector were invited to respond. The consultation was also available on the City Council website for members of the public to respond.

4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?

Please set out the basis on which you justify making no adjustments

No adverse impacts have been identified. Monitoring will be undertaken to ensure delivery has equally positive impacts on the target groups it is aimed at, as outlined above.

5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place

A delivery group has been established to ensure the Financial Inclusion Strategy is effectively delivered. This group will be responsible for monitoring the impacts of specific actions, which will in turn be reported to the Customer First Board.

A dash board of Financial Inclusion indicators will also be established to monitor the overall impact of the Strategy.