

## Borough of Poole Equality Impact Assessment

<b>Function:</b>	Payments (Creditors) Team
<b>Service Unit, Strategic Lead or Partnership:</b>	Financial Services Liz Wilkinson – Head of Financial Services
<b>Names &amp; roles of officers/ partners undertaking EQIA:</b>	Mrs C Corteen, Income and Payments Manager, Revenues Section
<b>Date completed:</b>	17 March 2009
<b>Aims of the <a href="#">Function</a></b>	
<p>The aims of the function are to make timely and correct payments to suppliers and other creditors and service users of the Council</p> <p>It aims to benefit any person, company or organisation that has either provided a service or is entitled to receive payments under statute. The benefit will be felt by members of the public requiring social support, local businesses, council taxpayers, agencies and partnerships.</p> <p>The Head of Financial Services is responsible for the Payments Function. It is implemented by the Income and Payments Manager, through the Payments Team who are also known as the Creditors Team.</p> <p>There are 3 BACS payments runs per week and one cheque run per week.</p> <p>It supports all the Service Unit commitments including Poole Housing partnership to pay their creditors and service users in a timely manner.</p> <p>It fits with the following other legislative requirements/ related policies:</p> <ul style="list-style-type: none"> <li>- Complies with Local Government Finance Act</li> <li>- Housing Benefit Regulations</li> <li>- Social Security Administration Act</li> <li>- Equalities legislation and the Human Rights Act</li> <li>- Data Protection Act</li> <li>- Complies with the Council's payments policy of paying invoices within the payments terms.</li> </ul>	

Equality Strand	EQIA Evidence	SMART Actions	Performance Measures
People from different age groups	<p><b>Key findings:</b></p>		
	<p><b>OLDER PEOPLE</b></p> <ul style="list-style-type: none"> <li>- Poole has an ageing population, which is above the national average. The proportion of 85+ year olds runs 5% higher in Poole than in the rest of England and Wales. There is a high concentration of older people in some of the areas of Poole classed as the most deprived.</li> <li>- The 'Older People's Strategy' identified a priority to increase the proportion of older people, who are eligible for benefits, being in receipt of Housing Benefit.</li> </ul> <p><b>YOUNG PEOPLE</b></p> <p>Employment in the knowledge based sectors is relatively low and average incomes are slightly below the national average. Only 18% of Bournemouth University Graduates are retained locally. In 07/08 young people in employment with no training rose by 18%.</p> <p>The 'Children and Young People Plan' identified these priorities:</p> <ul style="list-style-type: none"> <li>• making young people aware of the benefits to which they are entitled including Housing Benefit.</li> <li>• Improve life chances for vulnerable children</li> </ul>		
	<p><b>Current mitigating actions/ positive actions</b></p>		
	<ul style="list-style-type: none"> <li>- Enabling those who are on a low income to enable them to pay their rent by issuing Housing Benefit payments.</li> <li>- Ensuring local landlords receive rent due from their tenants who are on low incomes or are in supported accommodation.</li> <li>- Payment schedules are set up to ensure payments of Housing Benefit are paid on time and directly into bank accounts wherever possible.</li> </ul>		

Equality Strand	EQIA Evidence	SMART Actions	Performance Measures
	<ul style="list-style-type: none"> <li>- These payments have been classified as Mission Critical and will be processed as part of business continuity in the event of a disaster to the service provision possible.</li> <li>- Ensuring the health and well being of those who are elderly and infirm by paying fees to residential and nursing homes on behalf of those who have been assessed accordingly.</li> <li>- Payment schedules are set up to ensure payments of the above are paid on time and directly into bank accounts wherever possible.</li> <li>- These payments have been classified as Mission Critical and will be processed as part of business continuity in the event of a disaster to the service provision possible.</li> <li>- Enabling the well being of children in foster care by ensuring their foster parents have the necessary funds to cover their care and nurture. These payments include fees for the foster parents and also allowances for the day to day needs of the children.</li> <li>- Payment Schedules are set up to ensure payments to Foster Parents are paid on time and directly into bank accounts wherever possible.</li> <li>- These payments have been classified as Mission Critical and will be processed as part of business continuity in the event of a disaster to the service provision</li> <li>- Enabling the well being of young people over the age of 16 who have had the need of some care and are now being encouraged to live independently by paying them personal allowances. They could be living in hostels or some other type of supported dwelling.</li> <li>- Payment Schedules are set up to ensure payments are paid on time and directly into bank accounts wherever possible.</li> <li>- These payments have been classified as Mission Critical and will be processed as part of business continuity in the event of a disaster to the service provision possible.</li> </ul>		

Equality Strand	EQIA Evidence	SMART Actions	Performance Measures
	<ul style="list-style-type: none"> <li>- Enabling the well being of elderly and young people who are vulnerable by supporting them to live in the community by making payments to providers of appropriate accommodation.</li> <li>- Payment Schedules are set up to ensure 'Supporting People' payments are paid on time and directly into bank accounts wherever possible</li> <li>- Ensuring the health and well being of elderly, infirm and young people at risk by giving them the choice of care provision by making 'direct payments' to them or a provider on their behalf in order that they can purchase the care of their choice rather than the care being commissioned on their behalf by Poole Borough Council.</li> <li>- These payments have been classified as Mission Critical and will be processed as part of business continuity in the event of a disaster to the service provision possible.</li> </ul>	<p>To implement new system for Direct Payments to ensure more accuracy and efficiency on 1<sup>st</sup> April 2009</p>	<p>100% Accurate and timely payments</p>
<p><b>Disabled people</b></p>	<p><b>Key findings:</b></p>		
	<ul style="list-style-type: none"> <li>- In the 2001 Census 25,500 people identified themselves as having a limiting long-term illness. That is around 18% of the total population. Over half of these were aged over 65.</li> </ul>		
	<p><b>Current mitigating actions/ positive actions</b></p>		
	<ul style="list-style-type: none"> <li>- Ensuring the health and well being of disabled people by giving them the choice of care provision by making 'direct payments' to them or a provider on their behalf in order that they can purchase the care of their choice rather than the care being commissioned on their behalf by Poole Borough Council.</li> <li>- Developing a dynamic economy by allowing choice of care providers in the community.</li> </ul>		

Equality Strand	EQIA Evidence	SMART Actions	Performance Measures
	<ul style="list-style-type: none"> <li>- Enabling the well being of people who suffer from mental health disabilities and learning disabilities by supporting them to live in the community by making payments to providers of appropriate accommodation.</li> <li>- Payment Schedules are set up to ensure 'Supporting People' payments are paid on time and directly into bank accounts wherever possible.</li> <li>- Payment schedules are set up to ensure 'Direct Payments' are made on time and directly into bank accounts as appropriate. These payments enable disabled people to pay for care as they think appropriate for them.</li> <li>- Payments are also made to agencies such as 'Pro Disability' on behalf of individuals in need.</li> <li>- These payments have been classified as Mission Critical and will be processed as part of business continuity in the event of a disaster to the service provision possible.</li> </ul>	<p>From 1 April 2009 Direct Payments will be processed by a new seamless system to ensure more accuracy and efficiency.</p>	<p>100% Accurate and timely payments</p>
<p><b>People of different faith or belief</b></p>	<p><b>Key findings:</b></p>		
	<ul style="list-style-type: none"> <li>- Little detailed data exists currently regarding different faith groups within Poole. The 2001 Census shows 2/3 of the population in Poole regards themselves as Christian, 16% stated they had no religion, 8% not stated, 1% other denominations.</li> </ul>		
	<p><b>Current mitigating actions/ positive actions:</b></p>		
	<p>No known evidence</p>		
<p><b>Gender / Trans people</b></p>	<p><b>Key findings:</b></p>		
	<ul style="list-style-type: none"> <li>- Women are 7 times more likely to be out of employment as a result of family responsibilities.</li> <li>- About a quarter of all families in the UK are headed by a lone mother. In 2001 there were 3,277 lone parent households in Poole.</li> <li>- Women are much more likely to be working part time.</li> </ul>		

Equality Strand	EQIA Evidence	SMART Actions	Performance Measures
	<p><b>Current mitigating actions/ positive actions</b></p> <ul style="list-style-type: none"> <li>- Payment schedules are set up to ensure payments of Housing Benefit are paid on time and directly into bank accounts wherever possible.</li> <li>- These payments have been classified as Mission Critical and will be processed as part of business continuity in the event of a disaster to the service provision possible.</li> </ul>		
<b>Black and minority ethnic people</b>	<p><b>Key findings:</b></p> <ul style="list-style-type: none"> <li>- There are geographical concentrations of BME businesses in Poole</li> </ul>		
	<p><b>Current mitigating actions/ positive actions:</b></p> <ul style="list-style-type: none"> <li>- Developing a dynamic local economy which reflects the ethnicity of Poole by a commitment to paying supplier invoices within the payments terms.</li> <li>- In light of the current economic climate, the Council has made an additional commitment to pay small local businesses as soon as possible upon receipt of the invoice as agreed with the appropriate Service Unit.</li> </ul>		
	<p><b>Key findings:</b></p> <ul style="list-style-type: none"> <li>- There are no accurate demographic figures for the proportions of the population in Poole. In the 2001 Census, 214 people identified themselves as part of a same sex couple.</li> </ul>		
<b>Lesbian, Gay or Bisexual people</b>	<p><b>Current mitigating actions/ positive actions</b></p> <p>No current evidence</p>		
	<p><b>Review date<sup>1</sup>:</b> 23/03/2011</p> <p><b>Sent record to PERD Rep and <a href="#">Improvement and Policy Officer – Equalities</a></b></p>		Yes

<sup>1</sup> In at least 3 years time