

# [Analysis Function Diversity and Inclusion Survey](#)

News story

National Statistician opens the Analysis Function Diversity and Inclusion survey



Professor Sir Ian Diamond, Head of the Analysis Function and National Statistician talks to us about why it's so important to complete this year's Analysis Function (AF) Diversity and Inclusion strategy.

I am delighted to launch the fourth [Diversity and Inclusion Survey for the Analysis Function](#). This survey is a key part of our commitment to creating a truly inclusive and representative working environment for analysts across government.

Equality and inclusion are at the heart of our people priorities. Everyone in our community must feel able to bring their authentic self to work, safe in the knowledge that diverse perspectives and experiences are both valued and respected, and that they will be supported to succeed.

I would like to thank those who completed last year's survey and attended consultations sessions on our proposed next steps. With your support, we recently launched the [Analysis Function Diversity and Inclusion Strategy for 2021-2024](#), which outlines our vision for the Function we want to create and how we will begin to achieve this. Collecting current diversity information will help us to identify ongoing under-representation and better understand your experiences. This is a vital metric to measure success against the Strategy and will shape how we adapt our approach to inclusion going forwards.

I encourage you to [complete the survey](#) and share it with your teams and colleagues. It takes approximately 10 minutes but has the potential to impact analysts' experiences in months and year to come. Why not get involved?

## [UK government creates pipeline of growth for tech SMEs in Nigeria](#)

Designed to empower early-stage Nigerian start-ups that are solving challenges resulting from the COVID-19 pandemic, the UK government, in January through the [UK-Nigeria Tech Hub](#) launched its iNOVO Accelerator Programme. This programme is for 10 early stage start-ups building innovative solutions to tackle the challenges caused by COVID-19 across the Education, Agriculture and Health sector in Nigeria.

In partnership with StartupBootcamp Afritech and Ventures Platform as implementing partners, this 3-month virtual programme afforded the top 10 selected start-ups an opportunity to receive capacity building and learn start-up training, mentorship and support to scale, their products and business models rapidly.

The top 10 start-ups across EdTech, AgriTech and HealthTech also received an opportunity to validate their solutions with pilots and proof of concept engagements and use their newfound insights to rapidly pivot and scale. All of this was done with the help of dedicated Entrepreneurs, mentors, investors, and industry experts. To wrap up the programme, these start-ups also got the opportunity to pitch in front of an audience comprising investors, corporate and government partners at the virtual demo day event.

The second pronged strategy of the programme was to also provide a great learning experience for selected start-ups that couldn't make a cut into the programme. Of a total of 750 applications received, the UK-Nigeria Tech Hub also sponsored 100 start-ups from the pool of applications received to gain life-time access to the Accelerator Squared platform where they are provided with the necessary insights and modules to help them build products and companies to scale impact.

Founders were very impressed by the Accelerator Squared platform-the interactive playbook that provides start-up founders with more than a dozen graduated modules to progress through every stage of the start-up journey. It is a valuable asset that assisted in helping them fine-tune their business models.

The Interim Country Director of the UK-Nigeria Tech Hub, Lamide Johnson said:

Seeing the incredible impact this programme has been for the participating start-ups is a testament to the fact that if we want to give room for innovation to solve some of the arduous problems

faced in Nigeria, more interventions such as this are needed to provide the needed information, network and support for early-stage start-ups building innovative solutions.

Through this programme, we readily saw the need to support and provide more spring-boards for early-stage start-ups seeking to scale their impact.

Speaking on the programme experience, some of the top 10 start-ups gave remarkable feedback on how the iNOVO Accelerator programme had an impact on their start-ups.

The CEO of [Schoola](#) Abdul Bature, stated:

It has been an incredible 3 months of hard work. With the help of StartupBootcamp AfriTech and Ventures Platform, our gamified learning solutions for secondary and primary schools has managed to get the attention of corporate partners and key stakeholders, which has led to a partnership with the Nigerian Turkish International Colleges and an onboarding of 25 other partners.

Further to this, Damilola Olaopa, CEO of [Foodbank.ng](#), a food loan service start-up, stated that through the programme, his team has managed to leverage the partnerships made to get the required support. He said:

The partnerships we have made will help us to scale our operations rapidly. Our partnership with First Bank reduces our exposure to risk as the bank takes on the responsibility of providing the funds, creditworthiness assessment, recollection and reconciliation of loans. This will not only help us scale our operations rapidly but will also lead to more revenue for the bank and for us too.

During the course of this programme, cloud-based hospital management start-up [Medipal](#), secured 2 major partnerships with notable Insurtech Company, Curacel (Startupbootcamp Afritech alumni) as well as eTranzact- an African finance giant. Medipal's client numbers have increased and they have been ranked as Lagos' number 1 Electronic Medical Record Company by the governing body of hospitals, the Association of General and Private Medical Practitioners of Nigeria.

## **Further information**

- UK Tech Hub Nigeria: an initiative by the UK government's Department for Digital, Culture, Media and Sports (DCMS) to support the growth of the Technology ecosystem in Nigeria. The UK-Nigeria Tech Hub works to stimulate local digital economies, support inclusive and sustainable economic growth and jobs, build high-end digital skills, and forge innovation partnerships between Nigerian tech sectors and international

businesses which will inadvertently lead to more trade and investment in the longer term, thereby driving increased productivity and growth.

Visit their [Instagram page](#) for more information on programmes of the Hub

- Ventures Platform Hub: a catalyst for innovation & entrepreneurship across Africa. For more information on Ventures Platform Foundation, visit [their website](#)
  - Startupbootcamp AfriTech: launched in 2017 as the first multi corporate-backed pan-African start-up accelerator. For more information visit [their website](#)
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## [Nigeria: new data from EFInA shows financial inclusion growth](#)

For the first time, more than half of Nigerian adults are using formal (regulated) financial services, according to newly published data from EFInA (Enhancing Financial Innovation & Access). The [EFInA Access to Financial Services in Nigeria 2020 Survey](#) shows that 51% of Nigerian adults are using formal financial services, such as bank, microfinance bank, mobile money, insurance, or pension accounts, up from 49% in 2018. This has largely been driven by growth in banking, with 45% of Nigerians banked in 2020, up from 40% in 2018.

Growth in digital financial services and agent banking highlights opportunities to drive faster progress toward financial inclusion, particularly for excluded groups such as women, rural and Northern Nigerians.

Although financial inclusion has grown in the past decade, Nigeria fell short of the National Financial Inclusion Strategy targets for 2020. The country had aimed to reach 70% of Nigerians with formal financial services by 2020; the actual figure was 51%. The strategy also set targets for overall financial inclusion, which counts Nigerians that use either formal financial services or informal financial services that are not nationally regulated, such as savings groups. The overall financial inclusion target was 80% by 2020; EFInA data shows that only 64% of Nigerian adults were financially included by the end of 2020. This means that 36% of Nigerian adults, or 38 million adults, remain completely financially excluded.

In addition, large gaps in financial access remain for some of Nigeria's most financially excluded groups. Women continue to be more financially excluded than men, with only 45% of women using formal financial services, compared with 56% of men. Adults in Northern Nigeria continue to be significantly more financially excluded than those in the southern zones, and rural adults are still more excluded than those in urban areas. Young adults, between the ages of 18-25, are significantly more likely than older adults to be financially excluded.

In her goodwill message, Aishah Ahmad, Deputy Governor, Financial Systems Stability (FSS), Central Bank of Nigeria (CBN), said:

Financial inclusion is a strong lever for bridging income inequality, combating poverty and preserving social harmony. The CBN has accordingly been at the forefront of the efforts to drive financial inclusion in Nigeria by championing the development & implementation of Nigeria's National Financial Inclusion Strategy led by the CBN Governor.

The Deputy Governor and Chair of the Financial Inclusion Technical Committee further remarked:

Despite progress achieved to date, critical groups remained excluded including women, rural dwellers and citizens in the northern area. To address the issue with women, CBN launched a Framework for Advancing Women's Financial Inclusion in Nigeria in 2020 and is leading the industry to implement the framework, which we expect to lead to significant increase in women financial inclusion in Nigeria.

Ashley Immanuel, CEO of EFINA, said:

At our current rate of progress, we will not reach the 2020 financial inclusion targets until around 2030. However, we can reach these targets much faster if we follow paths taken by other African countries that have seen rapid financial inclusion growth due to mobile money. EFINA's Access to Financial Services in Nigeria Surveys show that use of digital financial services and agent networks started to grow significantly between 2018 and 2020.

Phone ownership has also increased, with 81% of Nigerians now owning mobile phones. Now is the time to build on this initial progress and drive faster financial inclusion growth through digital financial services such as mobile money. We can do this by creating an open and level playing field for a wide range of providers, creating the right environment for fintech to thrive, and encouraging partnerships between different providers.

Financial inclusion can benefit individuals, families, and businesses, supporting key outcomes such as GDP growth. For the first time, the EFINA Access to Financial Services in Nigeria 2020 Survey measured the financial health of Nigerian adults, finding that only 27% of Nigerian adults are considered financially healthy, while 39% are financially coping and 34% are financially vulnerable. Nigerians require a range of useful, affordable, and accessible financial services to meet all of their needs. Many Nigerian adults continue to rely on different types of providers to meet those needs;

while use of banks increased in 2020, so did use of unregulated services such as savings groups and village associations.

The EFINA Access to Financial Services in Nigeria Survey highlights significant market opportunity for financial service providers to address Nigerians' financial needs. For example, only 2% of Nigerian adults are insured, but 18 million uninsured adults say they would be interested in microinsurance. Only 7% of Nigerian adults have pension accounts, but 24 million adults without pensions are making regular savings for their retirement. While only 45% of Nigerians are banked, 35 million unbanked Nigerians own mobile phones and could be reached with mobile money.

Gail Warrander, Economic Development Team Leader, Nigeria for the UK's Foreign, Commonwealth & Development Office, remarked:

The EFINA Access to Financial Services in Nigeria 2020 Survey shows that Nigeria has made progress on financial inclusion but there's still a way to go. The report models how the journey to the financial inclusion goal can be speeded up by encouraging the scale up of mobile money.

I firmly believe that the majority of those excluded, especially women and youth, could then enjoy the convenience of financial services, including using remote payments systems. This survey is full of rich data for policy makers, development partners and financial services companies to use.

## **Further information**

- the UK Government's Foreign, Commonwealth & Development Office funded this EFINA Access to Financial Services in Nigeria 2020 Survey
  - EFINA is a financial sector development organisation that promotes financial inclusion in Nigeria. Established in late 2007, their vision is to be the leader in facilitating the emergence of an all-inclusive and growth-promoting financial system. EFINA is funded by the UK Government's Foreign Commonwealth & Development Office and the Bill & Melinda Gates Foundation. The EFINA A2F survey report can be used as an evidence base to redefine financial inclusion in Nigeria
  - to learn more about EFINA, visit: [www.efina.org.ng](http://www.efina.org.ng)
  - to read the Access to Financial Services in Nigeria 2020 Survey Report, visit: [www.a2f.ng](http://www.a2f.ng)
  - to request the Access to Financial Services in Nigeria 2020 Dataset, send a request to [info@efina.org.ng](mailto:info@efina.org.ng)
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# UK second-generation search and rescue aviation programme invitation to tender

The Maritime and Coastguard Agency plays a vital role in saving lives, and the government's second-generation search and rescue aviation programme called UKSAR2G has now reached a pivotal point. The Maritime and Coastguard Agency announces today (10 June 2021) the [shortlisted companies](#) that will be invited to tender for the provision of the next decade of coastguard aviation.

The UKSAR2G programme will procure services that will provide the next generation of coastguard search and rescue helicopters, planes and remotely piloted drones. New technology will enable the coastguard to find people who need help even more quickly.

Data has been used extensively to enable aviation operators and manufacturers to put forward innovative solutions that meet the complex demands of all the emergency services and the other government departments that benefit from coastguard aviation long into the future. The programme will build upon the success of the current contracts which provide search and rescue helicopters and reconnaissance planes.

Like the arrangements it replaces, UKSAR2G will be a pan-government aviation service that supports not just Her Majesty's Coastguard, but also UK policing in the search for lost and missing people as well as the health services in the transfer of critically ill people between NHS hospitals. This will also continue to support the work of our colleagues in other law enforcement bodies in an even more collaborative fashion than today. The scale of this collaboration is seldom seen in government procurement. The MCA should be commended for thinking beyond requirements to maximise the value from its investment in aviation services.

The UKSAR2G invitation to tender will be issued today to shortlisted bidders to provide their responses by the end of August 2021. Following negotiation, the MCA expects to award the contract in mid-2022. This will allow time for the successful bidder or bidders to establish operations before commencing service from 2024 for at least 10 years.

Since 2013, the UK search and rescue helicopter service has been delivered by Bristow Helicopters Ltd, with planes being provided by 2Excel. All existing aviation services currently under contract to the MCA will be replaced once the new contract commences.

The transition out from the current contracts will start 30 September 2024 and runs through to 31 December 2026, to guarantee a smooth transition of aviation services.

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## More support for schools and colleges to tackle sexual abuse

Teachers and school leaders will be better supported to recognise sexual harassment and abuse and teach confidently about issues of consent, online pornography and healthy relationships.

School and college leaders will be encouraged to dedicate inset day time to help train staff on how to deal with sexual abuse and harassment among pupils and how to deliver the Government's new compulsory Relationships, Sex and Health Education curriculum (RSHE).

Strengthened safeguarding guidance will also be introduced to boost teacher confidence in identifying and responding to these issues, as well as supervision to dedicated members of school and college staff in up to 10 more local authorities, whose role it is to identify safeguarding concerns among pupils, with a specific focus on sexual abuse.

The measures come as Ofsted publishes the findings from its [thematic review](#) into sexual abuse in education, commissioned by the Education Secretary in March following testimonies posted on the Everyone's Invited website which highlighted cases of sexual abuse and harassment of children and young people, including in education settings.

Education Secretary Gavin Williamson said:

Sexual abuse in any form is completely unacceptable. No young person should feel that this is a normal part of their daily lives – schools are places of safety, not harmful behaviours that are tolerated instead of tackled.

Ofsted's review has rightly highlighted where we can take specific and urgent action to address sexual abuse in education. But there are wider societal influences at play, meaning schools and colleges cannot be expected to tackle these issues alone.

By reflecting young people's real experiences in what they are taught, I hope more people feel able to speak up where something isn't right and call out activity that might previously have been written off as 'normal'.

In its 8-week review, Ofsted looked at safeguarding measures in schools and colleges, as well as assessing whether extra support is needed for teaching about sex and relationships, working alongside social care, police, victim support groups, education leaders and the Independent Schools Council.



Ofsted's findings demonstrate that incidents of harassment and abuse have been 'normalised' by their frequency, with the majority of the more than 900 children and young people surveyed experiencing some kind of unsolicited images or sexist comments – whether in person at school or college, or online or via mobile phone.

To address this, the Education Secretary Gavin Williamson and Culture Secretary, Oliver Dowden have asked the Children's Commissioner Dame Rachel de Souza to join a roundtable discussion in the coming weeks with tech companies, law enforcement, children's charities and schools to talk about preventative measures ahead of legislation on age restrictions for app downloading and sharing, and how to support parents and children to make more informed and safer choices online.

Building on the work that the Government has set out on the Online Safety Bill, it follows a joint letter to Dame Rachel from Mr Williamson and Mr Dowden last month asking her to support the Government's drive to protect children from harmful online content and to ensure the voices of children are heard and represented in this work.

This will include working with schools, parents and charities to support them around building strong social norms against underage access to pornography, around children using the internet safely and educating those groups on the impact that some internet content can have on healthy sex and relationships.

Children's Commissioner Rachel de Souza said:

The most fundamental responsibility that education settings have is to keep children safe. There needs to be a clear focus on preventing peer-on-peer abuse from happening in the first place, as well as providing timely and sensitive support to those affected. The contributors to 'Everyone's Invited' showed great courage in sharing their stories of abuse and harassment. Now is the time for these stories to be met with action.

I am pleased to see Ofsted calling for a whole school and college approach to this issue and I look forward to working with them, the Department for Education, education settings and their safeguarding partners to help make the commitments and recommendations set out in this report a reality.

The Online Safety Bill will enshrine in law a ground-breaking new system of accountability and oversight of tech companies, where companies will need to prevent children from accessing minimise inappropriate content, such as pornography and online bullying.

Responding today (Thursday 10 June), the Department for Education has confirmed it will take forward work to strengthen the RSHE curriculum so that teachers are clearer on when different elements should be taught, such as sharing images online and consent, as well as updating statutory guidance to ensure that the definitions used are in line with what pupils understand and

experience.

In addition, to ensure continuity in the offer of a safe space for victims of sexual abuse to receive professional advice or to refer matters to authorities, the NSPCC 'Abuse in Education' helpline will also run for a further four months until October.

Launched on April 1 alongside the Ofsted Review, the helpline will ensure that young people who may have experienced abuse at school or any other victim of recent or non-recent sexual abuse can receive the immediate support and guidance they require. As of Monday 7 June, the helpline has received 426 calls and helpline staff have made 80 referrals to external agencies like the police or social services.

A trial already running in 30 areas will be extended to up to 10 new local authorities to provide supervision for designated safeguarding leads, working with up to a further 500 schools, including independent schools, with a specific focus on sexual abuse.

The programme aims to strengthen support for Dedicated Safeguarding Leads, improve individual safeguarding practices and enable better joined up working across different agencies. The programme will also help build the evidence base on what works in supporting safeguarding leads. At the same time, work is underway to raise the profile of the role in the same way as the role of a SENCo.

All children have a right to be safe from sexual and other forms of abuse. The Government's Stop Abuse Together Campaign is working to stop child sexual abuse, and offers support and guidance to anyone that needs it. For further advice visit gov.uk: [Stop Abuse Together](#)