

**Equality Impact Assessment  
Level One  
Initial Screening**

**Service Area: AUDIT & INVESTIGATIONS**

**Title of policy, procedure, strategy, function or working practice:**

**Anti-Fraud & Corruption Policy**

**1. What are the aims, objectives and intended outcomes of the proposed policy, procedure, strategy, function or working practice to be assessed?**

This is an existing policy which is a mandatory requirement for the Council and is part of the Council's Constitution. This Policy is also considered as part of the Council's Use of Resources inspection.

The key aims and objectives of the policy are:-

- i.) promote a fair, equitable and honest approach to service delivery with those providing and receiving those services;
- ii.) actively seek out instances of fraudulent and corrupt practices and pursue the perpetrators to the full extent of the law;
- iii.) encourage people with concerns about potential fraud and corruption to inform the Council of their suspicions;
- iv.) treat complaints of potential fraud and corruption positively, fairly and equitably; and
- v.) regularly review its own procedures to ensure they offer effective protection of the Council's interests and reputation.

**2. Who is intended to benefit from the policy, procedure, strategy, function or working practice and in what way? Think about who will benefit and how. This will prompt thoughts on who will not benefit and whether this can be justified.**

The following benefit from the policy:-

- i.) General Public – By knowing that the Council is open, honest and fair and does not hide or shirk its responsibilities in dealing with those committing fraud.
- ii.) Employees – A consistent approach to Fraud & Corruption acts as a deterrent to those who may be tempted to try but it promotes a culture of honesty, openness and fairness across all services which in turn contributes to better services to both internal and external customers
- iii.) Members – Allows Members to promote themselves to their constituents in an open, honest and fair way by promoting that the Council will not tolerate any Fraud or Corruption. It also gives clear avenues for Members to voice any concerns to the appropriate individuals for investigation.
- iv.) Contractors – Allows them to report concerns and see that in dealing with the Council we will be honest, open and fair. It may also act as a deterrent for those who may consider the possibility of offering an inducement to gain a contract.

- v.) Partners – Gives a clear statement of the type of organisation we are and who they are partnering with for a given project, initiative or other reason

The Policy has the sole purpose of determining how Fraud & Corruption must be dealt with and in accordance with the Law. This is irrespective of who commits that Fraud or Corruption and more importantly does not take into account which equality group they may belong to. It is a clear policy of if fraud or corruption occurs, it is investigated and dealt with promptly in an open, fair and equitable way in accordance with Council Policies and importantly, the law.

**3. Is there any evidence of impact on people on the grounds of Race, Religion, Gender, Disability, Sexual orientation and age as a result of this policy, procedure, strategy, function or working practice. If there is positive or negative impact then please indicate the levels.**

**a. Race**

Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input type="checkbox"/>
Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>

**b. Religion**

Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input type="checkbox"/>
Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>

**c. Gender**

Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input type="checkbox"/>
Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>

**d. Disability**

Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input type="checkbox"/>
Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>

**e. Sexual Orientation**

Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input type="checkbox"/>
Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>

**f. Age**

Impact : Positive	<input type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral	<input type="checkbox"/>
Level : High	<input type="checkbox"/>	Medium	<input type="checkbox"/>	Low	<input type="checkbox"/>

**4. Has any positive/negative impacts been identified which cannot be justified?**

