

Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	CHIEF EXECUTIVES	
Service	INTERNAL AUDIT	
Proposed policy	ANTI-FRAUD & CORRUPTION STRATEGY	
Date		
Officer responsible for the 'policy' and for completing the equality analysis	Name	BARRIE STROTHERS
	Post Title	HEAD OF INTERNAL AUDIT
	Contact Number	5084
	Signature	
	Date	28/11/11
Equality officer consulted	Name	KAREN BROCKWAY
	Post Title	RESOURCES DIVISION PRACTICE MANAGER
	Contact Number	5124
	Signature	
	Date	28/11/11

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>Following the Nolan Report and well publicised fraud and corruption cases, it became accepted that standards and practices need to be formalised. This strategy forms an important part of the Council's ethical framework. The Strategy has now been updated to include the requirements of the Bribery Act 2010.</p> <p>The main objective of having this Strategy is the protection of stakeholders and the public purse.</p> <p>There are eight Parts to the Strategy:-</p> <ul style="list-style-type: none"> Part 1 Policy and Strategy. Part 2 The Whistleblowing Policy. Part 3 Housing and Council Tax Benefit Fraud Prosecutions Policy. Part 4 Standards of Conduct Part 5 Member's Guidance – Outside Bodies Part 6 Local Code of Corporate Governance Part 7 Anti-Money Laundering Guidance Part 8 Anti-Bribery Policy.
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Who are the main stakeholders?	All employees, Councillors, outside agencies, and partner organisations.
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3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics.

If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	No	No	A neutral effect, equally applicable to all Bury Council stakeholders
Disability	No	No	Ditto
Gender	No	No	Ditto
Gender reassignment	No	No	Ditto
Age	No	No	Ditto
Sexual orientation	No	No	Ditto
Religion or belief	No	No	Ditto
Caring responsibilities	No	No	Ditto
Pregnancy or maternity	No	No	Ditto
Marriage or civil partnership	No	No	Ditto

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	The Strategy has a neutral impact upon protected groups because the different Parts within the Strategy are primarily there to protect all stakeholders irrespective of protected group status without bias or favour in any fraud or corruption cases.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	No	Ditto
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	Ditto

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

The Strategy is applicable to all stakeholders and does not attempt to discriminate in any way.

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated

4b. Are there any information gaps, and if so how do you plan to tackle them?

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

What will the likely overall effect of your policy/service plan be on equality?	
If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?	
Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.	
What steps do you intend to take now in respect of the implementation of your policy/service plan?	

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

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COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX (equality@bury.gov.uk) FOR PUBLICATION.