

Surrey County Council Full Equality Impact Assessment

1. Context of the Service or Policy

Service or Policy being assessed:

ANTI-FRAUD AND ANTI-CORRUPTION STRATEGY

Assessor: Stewart Nash

Date: 25 March 2008.

What are the aims of the service or policy?

To set out the Council's policy in relation to Fraud and Corruption and the processes for reporting and investigating allegations of fraud and corruption

Who are the beneficiaries /users of this service or policy?

The people of Surrey who will benefit through the establishment of robust processes that reinforce the Council's expected standards of behaviour and ethics

What is the existing situation in relation to minority and excluded groups in which this service/policy operates?

The policy sets out the council's approach to preventing and dealing with allegations of fraud. As such the policy is considered to have neutral impact on all groups.

No data is currently collected or maintained in relation to those involved in fraudulent or corrupt activity and due to the circumstances of their involvement it is not considered that collection of such data would be possible.

2. Is there potential for this service/policy to have a negative or differential impact on minority and excluded groups or on race relations and community cohesion?

Please complete the summary of negative impact identified by equality and diversity strand:

Age	<p>The policy is considered to be neutral in impact as it sets out the means by which the Council aims to deal with the prevention of fraud and corruption and the means by which allegations can be made and investigated.</p> <p>Investigations are carried out on the circumstances of the allegations without regard to the group into which those involved fall.</p>
Belief / Faith	As above
Disability	As above
Gender	As above
Sexual Orientation	As above
Race	As above
Trans Gender/ Sexual	As above
HR issues only:	As above

3. Is there potential for this service/policy to have a positive impact, such as tackling discrimination, promoting equality of opportunity and / or promoting good community relations, for minority and excluded groups?

Please complete the summary of positive impact identified by equality and diversity strand, NB this would include positive initiatives delivery by the service or through the policy for the equality strands listed below:

Age	It is intended that the Council's policy in relation to the tackling fraud and corruption will be of benefit to all groups by providing greater confidence in the integrity and ethical standards of the Council.
Belief / Faith	As above
Disability	As above
Gender	As above
Sexual Orientation	As above
Race	As above
Trans Gender/ Sexual	As above
HR issues only:	As above

4. Give details of involvement, consultation and or research undertaken for each relevant equality and diversity strand, upon which this policy/service has had an impact either internally or externally:

Age	The policy is built upon standards drawn from best practice guidance provided by the Audit Commission and Chartered Institute of Public Finance and Accountancy and by comparison of similar policies maintained by peer group local authorities and as such is considered to be compatible with best practice and to have a neutral impact on all user groups.
Belief / Faith	As above
Disability	As above
Gender	As above
Sexual Orientation	As above
Race	As above
HR issues only:	As above

Please continue and attach a separate sheet if necessary

5. Given your answers to the previous questions, how will your service or policy be revised to mitigate, reduce or eliminate negative impacts and enhance positive impacts?

(NB this is in effect the Recommendations to improve this policy)

The Policy will be reviewed on an annual basis, as a normal part of the Council's corporate governance review arrangements, and updated for any developments both in terms of approach and revised national guidance
Whilst the policy remains neutral, the operation and implementation of it through procedures may possibly be open to some inadvertent discrimination. As such, the monitoring of the formal investigations by the Head of Audit and Risk Assurance will be ongoing.

Please continue and attach a separate sheet if necessary

6. Actions needed to implement the EIA recommendations:

Action Plan:	Target	Responsibility:	Date to be completed:
Review policy and revise as necessary		Stewart Nash	March 2009
Ongoing monitoring of the implementation of the investigations generated by the policy will occur to detect discrimination or bias	ongoing	Stewart Nash	Periodically

NB these actions should have SMART Targets

Please continue and attach a separate sheet if necessary

NB these actions should be reported to the DIG and where relevant incorporated into the Equality and Diversity Action Plan, Service Plans and or personal objectives of key staff.

7. If no actions are to be taken with respect to the recommendations please give reasons below:

Not applicable

Action plan review date: March 2009

Name of person responsible for review:

Stewart Nash, Head of Audit and Risk Assurance

EIA Assessor(s):

Name Head of Service: Stewart Nash **Signed:** _____

Date Completed: 25 March 2008

1. Signed hard copy and electronic version to be kept in your team for audit purposes
2. Send an electronic copy to the SCC 'Web Operations Team' for publication on the SCC website
3. Send Action Plan to DIG for review at its next meeting.

Date sent to Web Operations Team:
