

EQUALITY IMPACT ASSESSMENT

Finance



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Counter Fraud, Bribery and Corruption Policy, an update of the previous policy dated August 2018. This policy is intended to minimise fraud losses and ensure that all staff are aware of what is required of them.
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Department and service	Devon Audit Partnership for Plymouth City Council
Date of assessment	19/08/2021

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements	No adverse impact, possible positive impact	N/A	N/A
Disability	Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements	No adverse impact, possible positive impact	N/A	N/A
Religion or belief	Legal requirement under CPIA/PACE and other legislation to treat individuals in	No adverse impact, possible positive impact	N/A	N/A

	accordance with their needs and requirements			
Sex - including marriage, pregnancy and maternity	Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements	No adverse impact, possible positive impact	N/A	N/A
Gender reassignment	Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements	No adverse impact, possible positive impact	N/A	N/A
Race	Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements	No adverse impact, possible positive impact	N/A	N/A
Sexual orientation - including civil partnership	Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements	No adverse impact, possible positive impact	N/A	N/A

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Celebrate diversity and ensure that Plymouth is a welcoming city.	No implications	N/A
Pay equality for women, and staff with disabilities in our workforce.	No implications	N/A
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No implications	N/A

Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	No implications	N/A
Plymouth is a city where people from different backgrounds get along well.	No implications	N/A
Human rights Please refer to guidance	No implications	N/A

STAGE 4: PUBLICATION

Responsible Officer

Date 19/08/2021

Brendan Arnold (Service Director Finance)