

Equality Impact Assessment Form – Appendix 3

A copy of this form is available on the Intranet.

Screening

Name of strategy, project or policy:

<p>Management of Investigations incorporating:</p> <ul style="list-style-type: none"> - Fraud Strategy and Policy - Investigating Fraud - Formal Prosecutions/Prosecutions Policy - Managing Investigations <ul style="list-style-type: none"> - Code of Conduct for Investigation staff

Officer completing assessment:

Laura Dewhurst

Telephone:

01706 244617

1. What is the main purpose of the strategy, project or policy?

CPA recommends all Council's have these policies in place in order to protect/ give guidelines to staff working within those areas, to protect the public purse and to provide a policy to provide a robust Prosecution/Sanction policy within the Council
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2. List the main activities of the project, policy (for strategies list the main policy areas)

<p>Management of Investigations: Outlines the Benefit Investigation Units processes/ statement of intent for dealing with benefit investigations</p> <p>Prosecution Policy – A policy outlining the financial and social factors to be adhered to when looking to apply a Sanction</p> <p>Anti Fraud Strategy/Policy – Policy statement and strategy outlining the processes and procedures to be followed.</p> <p>Code of Conduct For Investigators – A guide of the expected code of conduct expected by the Council from its investigators.</p>
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3. Who will be the main beneficiaries of the strategy, project or policy?

Main beneficiaries to be members of the Benefit Investigation Unit and benefits staff

4. Use the table below to tick:

(a) Where you think that the strategy, project or policy could have a negative impact on any of the equality groups i.e. it could disadvantage them.

(b) Where you think that the strategy, project, policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

		Positive Impact – it could benefit	Negative Impact – it could disadvantage	Reason
Gender	Women	Yes		Will ensure equality of service
	Men	“		“
Race	Asian or Asian British people	“		“
	Black or black British people	“		“
	People of mixed race	“		“
	Irish people	“		“
	White people	“		“
	Chinese people and other minority ethnic communities not listed above	“		“
Disability	Physical/learning/mental health	“		“
Sexuality	Lesbians, gay men and bisexuals	“		“

Gender Identity	Transgender people	“		“
Age	Older people (60+)	“		“
	Younger people (17-25), and children	“		“
Belief	Faith groups *	“		“
Equal opportunities and/or improved relations eg Rural		“		“

Notes:

* Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

5 If you have indicated there is a negative impact on any group, is that impact:

Legal? YES NO

(i.e. it is not discriminatory under anti-discriminatory legislation)

Intended? YES NO

Level of impact HIGH LOW

If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

6 a) Could you minimise or remove any negative impact that is of low significance?

Explain how:

n/a

a) Could you improve the strategy, project or policy's positive impact?

Explain how:

n/a

You may wish to use the action sheet at the end of Section two.

7 If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does?

How?

n/a

Please sign and date this form, keep one copy and send one copy to the Head of Human Resources.

Signed:Laura Dewhurst.....

Date:18 December 2005.....

