



LA035

EQUALITY ANALYSIS

INITIAL SCREENING TOOL

Title of policy/service/function/procedure/programme/ or strategy being assessed: TP097 Anti-Fraud, Bribery & Corruption Policy

(Please remember that even informal policies & procedures need to be equality analysed.)

Is it new or revised New

(If revised, please attach a copy of the original Equality Analysis.)

Senior Manager Responsible Kevin Hervey, Deputy Director of Finance _____

Department _____ Finance _____

Title: Equality Analysis Tool & Guidance	Version: 1.1
Date: 12/07/2011	Owner: Equality and Inclusion

EQUALITY ANALYSIS SCREENING TEAM (Please enter below the names of the project team members who carried out this initial screening with you and their role in the screening (e.g. team colleague or critical friend)).

Name	Department	Role
Andy Bell	Finance	Team colleague
Michael John	Finance	Team colleague

Date of screening 2 September 2014_____

Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.

The objectives of this policy are to set out the scope, responsibilities and actions required to deal with suspected fraud, bribery or corruption.

Please state below who is intended to benefit from this policy/service/function etc. and in what way.

There is no benefit to individual staff as such. The Trust as a whole benefits from having a mechanism to report suspected fraud, bribery or corruption.

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Please state in the table below whether the policy/service/function etc. could have any potential impact on anyone from a “protected characteristic” group, whether service users, staff or other stakeholders

“Protected Characteristic Group”	Is there likely to be a positive or neutral impact in regard to:	If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for a “protected characteristic” group or for another reason?
Age	neutral	
Disability	neutral	
Gender Reassignment	neutral	
Marriage and Civil Partnership (duty only applies to elimination of discrimination)	neutral	
Pregnancy and Maternity	neutral	
Race	neutral	
Religion or Belief	neutral	
Sex	neutral	
Sexual Orientation	neutral	

Can the policy/service/function etc. be used to advance equality and foster good relations, including for example, participation in public life? If so, how?

It is necessary that the Trust has a mechanism for reporting suspected fraud, bribery or corruption. This puts staff on notice that a policy exists and should be a disincentive to indulge in fraud, bribery or corruption. This is important for probity in public life.

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Please provide and summarise below any relevant evidence for your declaration above, including any engagement activities – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.

Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?

No Yes No

If yes, please state below how you intend to acquire this evidence and your timescales for doing so.

You must complete a full Equality Analysis if you have identified a positive or negative potential impact for any “protected characteristic” group, which is not legal or justifiable or if you have identified any gaps in evidence which make it difficult for you to determine whether there would be adverse impact. Please insert below any issues you have identified/recommendations for the full Equality Analysis.

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If you have only identified a neutral or positive impact on any “protected characteristic” group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust’s website.

Name of Director: Andrew Grimshaw **Signature:**

Date:

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