



Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact CEO

Name of the policy/practice/service to be assessed	Group Anti-Fraud & Bribery Policy	Is this a new policy/practice/service or a revision to an existing?	No
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	The policy aims to prevent fraud, corruption, and bribery to protect the assets and reputation of the Association.		

Appendix 1: Group Anti-Fraud and Bribery Policy EIA

<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>The policy is intended to benefit the Association by protecting its assets from fraud and bribery.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>The prevention of fraud and bribery to protect the assets and reputation of the Association.</p>																					
<p>4. Which protected characteristics could be affected by the policy, practice, or service?</p>	<p align="center"><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 689 2112 1372"> <tr> <td data-bbox="663 689 1608 759">Age</td> <td data-bbox="1608 689 2112 759"></td> </tr> <tr> <td data-bbox="663 759 1608 829">Disability</td> <td data-bbox="1608 759 2112 829"></td> </tr> <tr> <td data-bbox="663 829 1608 900">Gender reassignment</td> <td data-bbox="1608 829 2112 900"></td> </tr> <tr> <td data-bbox="663 900 1608 970">Marriage/Civil Partnership</td> <td data-bbox="1608 900 2112 970"></td> </tr> <tr> <td data-bbox="663 970 1608 1040">Pregnancy/Maternity</td> <td data-bbox="1608 970 2112 1040"></td> </tr> <tr> <td data-bbox="663 1040 1608 1110">Race</td> <td data-bbox="1608 1040 2112 1110"></td> </tr> <tr> <td data-bbox="663 1110 1608 1181">Religion or belief</td> <td data-bbox="1608 1110 2112 1181"></td> </tr> <tr> <td data-bbox="663 1181 1608 1251">Sex</td> <td data-bbox="1608 1181 2112 1251"></td> </tr> <tr> <td data-bbox="663 1251 1608 1321">Sexual Orientation</td> <td data-bbox="1608 1251 2112 1321"></td> </tr> <tr> <td data-bbox="663 1321 1608 1372">Consider if you want to add any more e.g. ?</td> <td data-bbox="1608 1321 2112 1372"></td> </tr> </table>		Age		Disability		Gender reassignment		Marriage/Civil Partnership		Pregnancy/Maternity		Race		Religion or belief		Sex		Sexual Orientation		Consider if you want to add any more e.g. ?	
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	<ul style="list-style-type: none"> • People with caring responsibilities 	
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5. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.
 No protected characteristics are impacted by the policy as it is a general governance and financial policy to protect the assets of the Association

6. Evidence Gathering and Engagement

a. What evidence has been used for this assessment? For example, national statistics.

b. Who have you engaged and consulted with as part of your assessment?

7. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.

8. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>	Issue	Action	Timescales

9. Decision
 Please record decision e.g.,

Appendix 1: Group Anti-Fraud and Bribery Policy EIA

<ul style="list-style-type: none">• No change/amend (see above)• Cease• Progress with risk (monitor and add to risk register?)	
Signed	Gerry Casey
Job title	Depute CEO/ Director Finance & Corporate Services
Date the EIA was completed	26 July 2023
Review date	
Date of any quality sample check	

Please attach the completed document as an Appendix to your policy, practice, or service report