

Tollcross Housing Association Equality Impact Assessment

Name of the policy to be assessed	Anti-Bribery Policy	Is this a new policy or a revision?	Revised
<p>Person(s) responsible for the assessment</p>	<p>Anne Fitzsimons, Corporate Services Director</p>		
<p>1. Briefly describe the aims, objectives and purpose of the policy / proposal</p>	<p>We are determined to protect the Association, its employees, partners and customers from bribery. To do this, we are committed to establishing and maintaining strategies to prevent and detect bribery and to developing a culture of zero tolerance where such cases are proven.</p> <p>We take bribery very seriously. All instances of potential bribery that are reported to us will be investigated rigorously and promptly, and appropriate action will be taken. We encourage anyone concerned about possible bribery concerning the Association to report it to a member of the Leadership Team.</p>		
<p>2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)</p>	<p>Staff, Committee, tenants and other customers and contractors.</p>		
<p>3. What outcomes are wanted from this policy / proposal? (e.g. the benefits to customers)</p>	<p>The Association requires Committee and Staff members to be alert to bribery and/or fraud. This policy provides a platform to outline how instances can be managed.</p>		
<p>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</p> <p><input type="checkbox"/> Age <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Pregnancy/Maternity</p> <p><input type="checkbox"/> Gender <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Sexual Orientation</p>			
<p>5. If the policy / proposal is not relevant to any of the protected characteristics listed in part 4, state why and end the process here.</p> <p>We do not see this policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010.</p>			

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<p>6. Describe the likely impact(s) the policy / proposal could have on the groups identified in part 4</p>	<p>NA</p>
<p>7. What actions are required to address the impacts arising from this assessment? (This might include; collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</p>	<p>NA</p>

Signed:  (Job title): Corporate Services Director
(Responsible for Policy Review)

Signed:  (Job title): Chief Executive Officer
(Peer Review Confirmation)

Date the Equality Impact Assessment was completed: 13th November 2020

Please attach the completed document as an appendix to your proposal report