Non-protected

Equality impact assessments

Template



# Name of policy: Fraud Toolkit

## Introduction

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| Lead officer | April Law-Reed |
| Others involved in the assessment | Michelle Borland |
| Date(s) of assessment | 31/02/14 |

## Description of policy

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| Background | **sport**scotland is committed to providing the highest standards in quality, integrity, openness and accountability in all the work it does and the services it provides. The Fraud toolkit comprises of the following policies:   * Fraud Awareness Policy * Whistle Blowing Policy * Conflict of Interest Policy * Gifts and Gratuities Policy * Staff Anti-corruption (Sports Betting) Policy   The Fraud Toolkit sets out **sport**scotland’s standards, processes and procedures relating to the above areas. This is critical to protecting the reputation of **sport**scotland and establishing and maintaining public confidence in respect of **sport**scotland’s activities. |
| Purpose and outcomes | The purpose of the Fraud Toolkit is to to ensure that there is full awareness of the nature, scope and implications of the Fraud Toolkit. It is important for any fraud, corruption or wrongdoing to be reported and properly dealt with by **sport**scotland. Specifically:   * The purpose of the Fraud Awareness Policy is to provide an overview and general advice in relation to **spor**tscotland anti-fraud policy. * The purpose of the Whistle Blowing Policy is to outlines the procedure which allows employees to express concerns confidentially where these relate to the conduct of others in the business or the way the business is run. * The purpose of the Conflict of Interest Policy provides an outline of the business and personal interests to be declared by **sport**scotland staff. * The purpose of the Gifts and Gratuities Policy is to outline rules regarding the acceptance or giving of a gift or gratuity by **sport**scotland staff. * The purpose of the Staff Anti-Corruption (Sports Betting) Policy is to provide an overview and general advice to staff on the issues associated with the integrity of sports betting and outline **sport**scotland’s standards and procedures relating to Anti-Corruption (Sports Betting). |
| How it links to sportscotland corporate and business plans | The Fraud Toolkit is part of G3 (Legal) in the 2013-15 business plan. G3 (Legal) is about continuing to improve the processes, systems, facilities and services that are essential to an effective and efficient national agency that adds value to the sports sector. |
| How we intend to implement the policy | **sport**scotland will provide appropriate training to raise awareness of the Fraud Toolkit. The policy will be made available to all staff via the **sport**scotland SharePoint Corporate Toolkit and communicated to staff electronically through two bespoke e-learning courses developed by **sport**scotland Learning & Development Team and the **sport**scotland Legal Manager. |

## Who policy is likely to impact on and how

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| Who will the policy benefit (i.e. who is the customer?) | This policy will apply to all individuals working for and representing **sport**scotland which includes **sport**scotland Board members and all employees, contractors, consultants and/or related personnel of **sport**scotland acting in any capacity or activity sanctioned by **sport**scotland as determined by one of **sport**scotland’s Executive Directors in writing. |
| Which partners will be involved and how? | **sport**scotland has identified that there are no specific requirements for partner involvement in respect of the Fraud Awareness, Whistle Blowing, Conflict of Interest, Gifts and Gratuities Policies as these are internal policies which have been subject to internal consultation with **sport**scotland staff. |
| Is it designed to impact on one/some/all people who share a protected characteristic? How? | The Fraud Toolkit has been developed to impact on all Staff and does not focus on any specific protected characteristics/equality groups protected under the Equality Act 2010. |
| How will/are different customers involved in development and roll out of policy? If no involvement mechanism how will needs be identified and addressed? | Consultation has been carried out internally at **sport**scotland with the Finance Team, HR and SMT. Specifically with regard to the Staff Anti-corruption (Sports Betting) Policy, **sport**scotland has consulted internally with a range of staff at **sport**scotland, the **sport**scotland Board and the **sport**scotland Ethics Committee. |

## Think about the impact the policy/practice will have on eliminating discrimination, promoting equality of opportunity and fostering good relations between different groups. Also consider whether there is potential for discrimination.

Fraud Awareness Policy

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| Protected characteristic | What do we know about this group in the context of this policy?[[1]](#footnote-1)  What further evidence should we collect? | Potential impact (positive and negative) on people who share the characteristic? | What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information? |
| Age | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Fraud Awareness Policy on age. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of age. | N/A |
| Disability | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)).  The Equality Act 2010 requires employers to provide information in accessible formats and makes it clear that staff cannot be charged for any adjustments. | If the policy is not provided in accessible formats it will not be readable by staff with disabilities.  **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of disability. | Staff should be advised that if they if they require the policy in a different format they should contact a member of the Legal Team. |
| Gender reassignment | **sport**scotland has no information on gender reassignment. | **sport**scotland is not aware of any adverse impact of the Fraud Awareness Policy on gender reassignment. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of gender reassignment. | N/A |
| Race | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Fraud Awareness Policy on race. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of race. | N/A |
| Religion or belief | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Fraud Awareness Policy on religion or belief. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of religion or belief. | N/A |
| Sex | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Fraud Awareness Policy on sex. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sex. | N/A |
| Sexual orientation | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Fraud Awareness Policy on sexual orientation. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sexual orientation. | N/A |
| Pregnancy and maternity\* | **sport**scotland has no information on pregnancy and maternity. | **sport**scotland is not aware of any adverse impact of the Fraud Awareness Policy on pregnancy and maternity. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of pregnancy and maternity. | N/A |
| Marriage/civil partnerships\* | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | All references to “spouse” in the policy should be replaced with “partner, civil partner, spouse or cohabitee” as the use of “spouse” only could be considered discriminatory towards people in civil partnerships or same sex relationships. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of marriage/civil partnerships. | All references to “spouse” in the policy should be replaced with “partner, civil partner, spouse or cohabitee” as the use of “spouse” only could be considered discriminatory towards people in civil partnerships or same sex relationships. |

\*where policy is HR related

Whistleblowing Policy

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| Protected characteristic | What do we know about this group in the context of this policy?[[2]](#footnote-2)  What further evidence should we collect? | Potential impact (positive and negative) on people who share the characteristic? | What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information? |
| Age | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on age. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of age. | N/A |
| Disability | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)).  The Equality Act 2010 requires employers to provide information in accessible formats and makes it clear that staff cannot be charged for any adjustments. | If the policy is not provided in accessible formats it will not be readable by staff with disabilities. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of disability. | Staff should be advised that if they if they require the policy in a different format, they should contact a member of the Legal Team. |
| Gender reassignment | **sport**scotland has no information on gender reassignment. | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on gender reassignment. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of gender reassignment. | N/A |
| Race | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on race. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of race. | N/A |
| Religion or belief | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on religion or belief. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of religion or belief. | N/A |
| Sex | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on sex. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sex. | N/A |
| Sexual orientation | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on sexual orientation. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sexual orientation. | N/A |
| Pregnancy and maternity\* | **sport**scotland has no information on pregnancy and maternity. | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on pregnancy and maternity. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of pregnancy and maternity. | N/A |
| Marriage/civil partnerships\* | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Whistleblowing Policy on marriage/civil partnerships. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of marriage/civil partnerships. | N/A |

\*where policy is HR related

Conflict of Interest Policy

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| Protected characteristic | What do we know about this group in the context of this policy?[[3]](#footnote-3)  What further evidence should we collect? | Potential impact (positive and negative) on people who share the characteristic? | What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information? |
| Age | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Conflict of Interest Policy on age.  **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of age. | N/A |
| Disability | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)).  The Equality Act 2010 requires employers to provide information in accessible formats and makes it clear that staff cannot be charged for any adjustments. | If the policy is not provided in accessible formats it will not be readable by staff with disabilities. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of disability. | Staff should be advised that if they if they require the policy in a different format, they should contact a member of the Legal Team. |
| Gender reassignment | **sport**scotland has no information on gender reassignment. | **sport**scotland is not aware of any adverse impact of the Conflict of Interest Policy. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of gender reassignment. | N/A |
| Race | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Conflict of Interest Policy on race. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of race. | N/A |
| Religion or belief | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Conflict of Interest Policy on religion or belief. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of religion or belief. | N/A |
| Sex | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Conflict of Interest on sex. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sex. | N/A |
| Sexual orientation | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Conflict of Interest Policy on sexual orientation. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sexual orientation. | N/A |
| Pregnancy and maternity\* | **sport**scotland has no information on pregnancy and maternity. | **sport**scotland is not aware of any adverse impact of the Conflict of Interest Policy on pregnancy and maternity. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of pregnancy and maternity. | N/A |
| Marriage/civil partnerships\* | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | All references to “spouse” in the policy should be replaced with “partner, civil partner, spouse or cohabitee” as the use of “spouse” only could be considered discriminatory towards people in civil partnerships or same sex relationships.  **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of marriage/civil partnerships. | All references to “spouse” in the policy should be replaced with “partner, civil partner, spouse or cohabitee” as the use of “spouse” only could be considered discriminatory towards people in civil partnerships or same sex relationships. |

Gifts and Gratuities Policy

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| Protected characteristic | What do we know about this group in the context of this policy?[[4]](#footnote-4)  What further evidence should we collect? | Potential impact (positive and negative) on people who share the characteristic? | What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information? |
| Age | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on age. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of age. | N/A |
| Disability | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)).  The Equality Act 2010 requires employers to provide information in accessible formats and makes it clear that staff cannot be charged for any adjustments. | If the policy is not provided in accessible formats it will not be readable by staff with disabilities. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of disability. | Staff should be advised that if they if they require the policy in a different format, they should contact a member of the Legal Team. |
| Gender reassignment | **sport**scotland has no information on gender reassignment. | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on gender reassignment. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of gender reassignment. | N/A |
| Race | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on race. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of race. | N/A |
| Religion or belief | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on religion or belief. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of religion or belief. | N/A |
| Sex | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on sex. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sex. | N/A |
| Sexual orientation | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on sexual orientation. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sexual orientation. | N/A |
| Pregnancy and maternity\* | **sport**scotland has no information on pregnancy and maternity. | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on pregnancy and maternity. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of pregnancy and maternity. | N/A |
| Marriage/civil partnerships\* | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Gifts and Gratuities Policy on marriage/civil partnerships. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of marriage/civil partnerships. | N/A |

Anti-corruption (Sports Betting) Policy

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| Protected characteristic | What do we know about this group in the context of this policy?[[5]](#footnote-5)  What further evidence should we collect? | Potential impact (positive and negative) on people who share the characteristic? | What could we do to reduce any negative impacts, maximise positive impacts and ensure quality information? |
| Age | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Anti-corruption (Sports Betting) Policy  on age. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of age. | N/A |
| Disability | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)).  The Equality Act 2010 requires employers to provide information in accessible formats and makes it clear that staff cannot be charged for any adjustments. | If the policy is not provided in accessible formats it will not be readable by staff with disabilities. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of disability. | Staff should be advised that if they if they require the policy in a different format, they should contact a member of the Legal Team. |
| Gender reassignment | **sport**scotland has no information on gender reassignment. | **sport**scotland is not aware of any adverse impact of the Anti-corruption (Sports Betting) Policy  Policy on gender reassignment. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of gender reassignment. | N/A |
| Race | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Anti-corruption (Sports Betting) Policy  on race. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of race. | N/A |
| Religion or belief | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Anti-corruption (Sports Betting) Policy  on religion or belief. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of religion or belief. | N/A |
| Sex | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Anti-corruption (Sports Betting) Policy  on sex. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sex. | N/A |
| Sexual orientation | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | **sport**scotland is not aware of any adverse impact of the Anti-corruption (Sports Betting) Policy  on sexual orientation. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of sexual orientation. | N/A |
| Pregnancy and maternity\* | **sport**scotland has no information on pregnancy and maternity. | **sport**scotland is not aware of any adverse impact of the Anti-corruption (Sports Betting) Policy  on pregnancy and maternity. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of pregnancy and maternity. | N/A |
| Marriage/civil partnerships\* | **sport**scotland undertakes an annual diversity and equality monitoring survey which assists us to maintain equal opportunities best practice and identify barriers to workforce equality and diversity. See **sport**scotland’s equality monitoring survey (available in our [employee information report](http://www.sportscotland.org.uk/resources/equality_mainstreaming)). | All references to “spouse” in the policy should be replaced with “partner, civil partner, spouse or cohabitee” as the use of “spouse” only could be considered discriminatory towards people in civil partnerships or same sex relationships. **sport**scotland will continue to consider research and evidence to establish and mitigate any potential negative impact of the policy on staff because of marriage/civil partnerships. | All references to “spouse” in the policy should be replaced with “partner, civil partner, spouse or cohabitee” as the use of “spouse” only could be considered discriminatory towards people in civil partnerships or same sex relationships. |

## What recommended steps should we take to improve the policy/practice and monitor its equality impact?

In making recommendations, project leads should balance how to maximise the positive impact of the policy or practice on all people who share the protected characteristics, with the requirement to maximise the core outcomes of the policy/practice (i.e. recommendations should be proportional and relevant.) The assessment should take steps to embed ways of monitoring the ongoing impact of the policy and practice.

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| Whilst **sport**scotland recognises that there is limited evidence in relation to the protected characteristics, the equality impact assessment indicated that the Fraud Toolkit is expected to have a positive impact on most of the protected characteristics. **sport**scotland will continue to monitor new research findings in this area in order to ensure good practice across all equality strands.  The following actions have been identified at this stage:   |  |  |  | | --- | --- | --- | | Action | Responsibility | Timeline | | Include a section in the Fraud Toolkit advising Staff that if they if they require the policy in a different format to meet the requirements of their disability they should contact a member of the Legal Team. | April Law-Reed | Complete - adjustments made immediately after the requirement for change was identified. | | All references to “spouse” in the Fraud, Conflict of Interest and Staff Anti-Corruption (Sports Betting) polices should be replaced with “partner, civil partner, spouse or cohabitee” as the use of “spouse” only could be considered discriminatory towards people in civil partnerships or same sex relationships. | April Law-Reed | Complete - adjustments made immediately after the requirement for change was identified. |   It is important to ensure that further assessment is undertaken by **sport**scotland in the event that the Fraud Toolkit is developed further.  Although no significant equality issues were identified during the development of the Fraud Toolkit, **sport**scotland’s understanding of the Equality Impact Assessment Process has developed which will allow us to develop better outcomes for staff in the future in relation to equality matters. |

## Sign off

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| --- | --- |
| Assessment signed off by: | Corporate Services team heads |
| Sign off date: | 10/06/2014 |

1. Best practice would involve gathering evidence through internal and external consultation. [↑](#footnote-ref-1)
2. Best practice would involve gathering evidence through internal and external consultation. [↑](#footnote-ref-2)
3. Best practice would involve gathering evidence through internal and external consultation. [↑](#footnote-ref-3)
4. Best practice would involve gathering evidence through internal and external consultation. [↑](#footnote-ref-4)
5. Best practice would involve gathering evidence through internal and external consultation. [↑](#footnote-ref-5)