



Anti-Fraud & Corruption Policy Statement & Strategy

Fraud Sanctions Policy

Anti-Money Laundering Policy

Equality Impact Assessment (EqIA) Form

June 2026 – June 2028

Date created	June 2026
Approved by	Audit Committee 16 Sep 2026
Owner	Director Finance & Deputy S151 Officer
Version	2
Author	Atif Iqbal (Director Finance & Deputy S151 Officer)
Business Unit and Team	Finance

Please [click this link](#) to find the EqIA guidance toolkit for support in completing the following form.

For translations, braille or large print versions of this document please email
equalities@stevenage.gov.uk.

First things first:

Does this policy, project, service, or other decision need an EqlA?

Title:	Anti-Fraud & Corruption Policy Statement & Strategy Anti-Money Laundering Policy Fraud Sanctions Policy	
Please answer Yes or No to the following questions:		
Does it affect staff, service users or the wider community?	Yes	
Has it been identified as being important to particular groups of people?	No	
Does it or could it potentially affect different groups of people differently?	Yes	
Does it relate to an area where there are known inequalities or exclusion issues?	No	
Will it have an impact on how other organisations operate?	Yes	
Is there potential for it to cause controversy or affect the council's reputation as a public service provider?	Yes	

Where a positive impact is likely, will this help to:	
Remove discrimination and harassment?	Yes
Promote equal opportunities?	Yes
Encourage good relations?	Yes

If you answered 'Yes' to one or more of the above questions you should carry out an EqlA.

Or if you answered 'No' to all of the questions and decide that your activity doesn't need an EqlA you must explain below why it has no relevance to equality and diversity.

You should reference the information you used to support your decision below and seek approval from your Assistant Director before confirming this by sending this page to equalities@stevenage.gov.uk.

I determine that no EqlA is needed to inform the decision on the .

Name of assessor:

Decision approved by:

Role:

Role: Assistant Director

Date:

Date:

Equality Impact Assessment Form

For a policy, project, strategy, staff or service change, or other decision that is new, changing or under review

What is being assessed?		Anti-Fraud & Corruption Policy Statement & Strategy Anti-Money Laundering Policy Fraud Sanctions Policy			
Lead Assessor	Atif Iqbal			Assessment team	Atif Iqbal
Start date	June 2026	End date	June 2028		
When will the EqIA be reviewed? (Typically every 2 years)		June 2028			

Who may be affected by the proposed project?	The policies affect staff, Members, contractors, partners, residents, and service users who interact with the Council. They apply across all services, particularly where financial activity, governance, or service delivery is involved.
What are the key aims of the proposed project?	The key aim is to prevent, detect and respond to fraud, corruption, and money laundering while protecting public funds and Council services. It also seeks to ensure fair, consistent, and lawful processes, promote strong governance, and maintain public trust and confidence.

What **positive measures** are in place (if any) to help **fulfil our legislative duties** to:

Remove discrimination & harassment	The policies embed the Equality Act 2010 and require all actions, decisions, and investigations to be carried out fairly, consistently, and without discrimination.	Promote equal opportunities	Clear, transparent procedures and proportionate decision-making ensure all individuals are treated equally regardless of background or protected characteristics.	Encourage good relations	The policies promote integrity, fairness, and accountability, helping build trust and positive relationships between the Council, staff, and the wider community.
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What sources of data / information are you using to inform your assessment?	This assessment is informed by the Anti-Fraud & Corruption Policy, Anti-Money Laundering Policy, and Fraud Sanctions Policy. It also draws on relevant legislation, national guidance, internal consultation with key services (e.g. Finance, Legal, HR), and established Council policies on equality and data protection.
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In assessing the potential impact on people, are there any overall comments that you would like to make?	Overall, the policies are designed to have a positive and neutral impact by ensuring fair, consistent, and transparent processes for all individuals. They include appropriate safeguards to prevent discrimination and support equality, with no evidence of adverse impact on any particular group.
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Evidence and Impact Assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact		Negative impact		Neutral impact	X
Please evidence the data and information you used to support this assessment	This assessment is based on a review of the Council's Anti-Fraud & Corruption, Anti-Money Laundering, and Fraud Sanctions policies, which apply universally and include safeguards to ensure fair and proportionate decision-making.				
What opportunities are there to promote equality and inclusion?	Opportunities include promoting awareness and training across all age groups to ensure understanding of responsibilities and access to reporting mechanisms.		What do you still need to find out? Include in actions (last page)		N/A

Disability e.g., physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact		Negative impact		Neutral impact	X
Please evidence the data and information you used to support this assessment	The assessment is based on the policies' commitment to fair, proportionate and consistent application, alongside adherence to the Equality Act 2010 and provision of reasonable adjustments where required.				
What opportunities are there to promote	Opportunities include ensuring accessibility of information (e.g. alternative formats),		What do you still need to find out?		N/A

equality and inclusion?	providing reasonable adjustments, and targeted staff training to support individuals with disabilities.	Include in actions (last page)	
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Gender Reassignment					
Positive impact		Negative impact		Neutral impact	X
Please evidence the data and information you used to support this assessment	This assessment is informed by the Council's policies which apply consistently to all individuals and embed principles of fairness, equality, and non-discrimination in line with the Equality Act 2010.				
What opportunities are there to promote equality and inclusion?	Opportunities include promoting inclusive awareness through training, ensuring respectful and confidential handling of cases, and reinforcing a culture that supports equality for individuals of all gender identities.	What do you still need to find out? Include in actions (last page)			

Marriage or Civil Partnership					
Positive impact		Negative impact		Neutral impact	X
Please evidence the data and information	This assessment is based on the policies applying equally to all individuals, with no reference to marital or civil partnership status in decision-making or processes.				

you used to support this assessment			
What opportunities are there to promote equality and inclusion?	Opportunities include reinforcing fair and consistent treatment for all individuals and ensuring policies remain free from bias related to personal or relationship status.	What do you still need to find out? Include in actions (last page)	

Pregnancy & Maternity					
Positive impact	X	Negative impact		Neutral impact	
Please evidence the data and information you used to support this assessment	This assessment is based on the policies' requirement to act fairly, proportionately, and in line with the Equality Act 2010, ensuring individuals are not disadvantaged due to pregnancy or maternity status.				
What opportunities are there to promote equality and inclusion?	Opportunities include ensuring flexibility and reasonable adjustments in processes, promoting awareness among staff, and maintaining fair treatment during investigations or decision-making.	What do you still need to find out? Include in actions (last page)			

Race					
Positive impact	X	Negative impact		Neutral impact	

Please evidence the data and information you used to support this assessment	This assessment is based on the policies' clear commitment to equality, ensuring decisions and actions are applied fairly, consistently, and without discrimination in line with the Equality Act 2010.		
What opportunities are there to promote equality and inclusion?	Opportunities include promoting equality awareness through training, ensuring fair and consistent decision-making, and maintaining transparent processes that support all racial and ethnic groups.	What do you still need to find out? Include in actions (last page)	

Religion or Belief					
Positive impact		Negative impact		Neutral impact	X
Please evidence the data and information you used to support this assessment	The policies apply equally to all individuals regardless of religion or belief, with decisions based on evidence, fairness, and legal requirements.				
What opportunities are there to promote equality and inclusion?	Opportunities include promoting cultural awareness, ensuring respect for different beliefs, and maintaining inclusive and accessible processes for all individuals.	What do you still need to find out? Include in actions (last page)			

Sex					
Positive impact	X	Negative impact		Neutral impact	
Please evidence the data and information you used to support this assessment	This assessment is based on the policies' requirement for fair, consistent, and non-discriminatory application of processes, ensuring equal treatment regardless of sex.				
What opportunities are there to promote equality and inclusion?	Opportunities include reinforcing equality through training, ensuring consistent decision-making, and maintaining transparent processes that support all individuals equally.		What do you still need to find out? Include in actions (last page)		

Sexual Orientation e.g., straight, lesbian / gay, bisexual					
Positive impact		Negative impact		Neutral impact	X
Please evidence the data and information you used to support this assessment	The policies apply equally to all individuals regardless of sexual orientation, with decisions based on fairness, evidence, and legal compliance.				
What opportunities are there to promote equality and inclusion?	Opportunities include promoting inclusive behaviours, ensuring respectful and non-discriminatory treatment, and reinforcing equality awareness through training and communication.		What do you still need to find out? Include in actions (last page)		

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Socio-economic¹ e.g., low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact	X	Negative impact		Neutral impact	
Please evidence the data and information you used to support this assessment	This assessment is based on the policies' focus on protecting public funds, ensuring fair access to services, and applying proportionate and transparent processes that support all individuals, including those in vulnerable socio-economic circumstances.				
What opportunities are there to promote equality and inclusion?	Opportunities include improving accessibility of information, supporting fair access to services, and embedding social value considerations and inclusive practices in procurement and service delivery.		What do you still need to find out? Include in actions (last page)		

Additional Considerations Please outline any other potential impact on people in any other contexts					
Positive impact		Negative impact		Neutral impact	

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

Please evidence the data and information you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

Consultation Findings

Document any feedback gained from the following groups of people:

Staff?	Trade Unions Consulted and recommendations included in the policy.	Residents?	Not Directly Applicable
Voluntary & community sector?	Not directly applicable.	Partners?	
Other stakeholders?	Various Services Consulted		

Overall Conclusion & Future Activity

Explain the overall findings of the assessment and reasons for outcome (please choose one):	
1. No inequality, inclusion issues or opportunities to further improve have been identified	No issues identified.

Negative / neutral impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	Continue as planned.
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Monitoring of outcomes and decisions will be carried out to identify and address any disproportionate impacts, supported by ongoing staff training on equality and counter-fraud responsibilities, and ensuring all information remains accessible; these actions will be led by the Director Finance & Deputy S151 Officer and embedded into business as usual through routine governance, policy reviews, and existing HR and equality frameworks, with implementation on an ongoing basis aligned to policy review cycles.	Through routine monitoring, staff training, policy reviews, and integration with existing governance, HR, and equality frameworks to ensure compliance and continuous improvement.	Atif Iqbal (Director Finance & Deputy S151 Officer)	On-going	This will be embedded into business as usual through ongoing monitoring, regular staff training, and integration within existing governance, HR and equality frameworks, ensuring policies are consistently applied and reviewed as part of routine operations.

Approved by Director Finance & Deputy S151 Officer

Date: 07/05/2026

Please send this EqIA to equalities@stevenage.gov.uk for critical friend feedback and for final submittance with the associated project.