



Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p>Name of the Officer Jan Furtek</p> <p>Phone no: 01600 730521 E-mail: janfurtek@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>The policy provides an overview of the arrangements in place to develop and maintain an anti-fraud, bribery and corruption culture within Monmouthshire County Council. The policy encourages prevention, promotes detections and provides a process for reporting and investigating suspected acts of fraud.</p>
<p>Name of Service area Internal Audit</p>	<p>Date 08/01/2024</p>

1. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a
Disability	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	While the content of the policy will not have a negative impact on a person with a disability, as with all written control documents there may be a negative impact. Written policies may not be fully understood by those who have difficulty deciphering or reading the written word.	Training sessions will be offered across the Authority to promote an anti-fraud, corruption and bribery culture.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a
Marriage or civil partnership	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a
Pregnancy or maternity	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a
Race	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a
Religion or Belief	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a
Sex	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a
Sexual Orientation	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions. This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff.	No negative impact identified.	n/a

3. Policy making and the Welsh language.



How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favorably</p>	<p>The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff. Those who wish to report concerns in Welsh can do so via the established means of communication with the council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</p>	<p>Policy is currently written in English until approved by Cabinet.</p>	<p>This policy has been developed with due consideration of the Welsh Language Scheme, and will need to be translated.</p>
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Not applicable</p>	<p>Not applicable</p>	<p>n/a</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The Anti-Fraud, Corruption & Bribery Policy will apply to all members of staff. Those who wish to report concerns in Welsh can do so via the established means of communication with the council in Welsh by phone, email, twitter, Facebook, letters, forms, website transactions etc.</p>	<p>Not applicable</p>	<p>n/a</p>




4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	The policy looks to ensure that resources are used effectively by Monmouthshire County Council and that instances of fraud, corruption or bribery are minimised and concerns dealt with appropriately.	A training package will be offered to all staff with attendance monitored.
A resilient Wales Maintain and enhance biodiversity and land, river and coastal ecosystems that support resilience and can adapt to change (e.g. climate change)	No impact.	n/a
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	No impact.	n/a
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	No impact.	n/a
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	No impact.	n/a
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	No impact.	n/a

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A more equal Wales People can fulfil their potential no matter what their background or circumstances	No impact.	n/a

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	The policy offers a long term plan for minimising the impact of fraud on the organisation along with a commitment to conducting short term (annual) fraud risk assessments.	Annual Fraud Risk Assessments will be reported to the Governance & Audit Committee for consideration.
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	The policy applies to; <ul style="list-style-type: none"> a) fraud/corruption by elected Members; b) internal fraud/corruption; c) other fraud/corruption by Council employees; d) fraud by contractors and/or partnership employees; e) external fraud (the public) 	Publication of the policy on the Councils external website.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="136 480 297 507">Involvement</p> <p data-bbox="349 256 517 440">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1290 328">The relevant stakeholders have been identified within the main policy document.</p>	<p data-bbox="1350 256 1395 280">n/a</p>
 <p data-bbox="136 759 297 786">Prevention</p> <p data-bbox="349 520 517 815">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 520 1261 679">The policy sets out how the Council will look to prevent fraud and the steps it is taking to demonstrate a zero-tolerance culture and attitude to fraud, bribery, and corruption.</p>	<p data-bbox="1350 520 1395 544">n/a</p>
 <p data-bbox="136 1094 297 1121">Integration</p> <p data-bbox="349 855 517 1118">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 855 1238 927">All wellbeing goals have been considered through the revision of the policy and the impact that this has.</p>	<p data-bbox="1350 855 1395 879">n/a</p>

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	No impact identified.	No impact identified.	n/a
Corporate Parenting	No impact identified.	No impact identified.	n/a

7. What evidence and data has informed the development of your proposal?

Fraud Act 2006
 The Bribery Act 2010
 Monmouthshire Anti-Fraud, Bribery & Corruption Policy 2017
 Audit Wales 'Raising Our Game' - Tackling Fraud in Wales

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The policy, strategy and response plan supports the Council to discharge their responsibilities for ensuring proper financial practice and adherence to all codes of ethics, standards, safeguarding of assets and to help avoid any suspicion of impropriety.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible
Anti Fraud, Corruption & Bribery Training	2024/25 Financial Year	Chief Internal Auditor

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
11	Cabinet		