

Legal obligations under Section 149 of the Equality Act 2010: The Public Sector Equality duty

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.

Choose from:	Function	Title:	London Counter Fraud Hub Procurement Initial EAA	Is it HR Related?
				Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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Corporate Purpose	Cabinet Report Decision	EA relates to	Function	If other please specify:
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1. What are the aims, objectives and desired outcomes of the Initiative/Function/Policy/Project/Scheme :

- To update Cabinet regarding the plans to develop a pan-London Counter Fraud Hub
- To seek Cabinet's decision on the procurement (on behalf of the 33 local authorities in London) of an external provider to develop and run a counter fraud hub
- To seek delegated authority from Cabinet to enter into a contract/s for the development and ongoing operation of the counter fraud hub

2. What is the Initiative/Function/Policy/Project/ Scheme looking to achieve?

- Procure a third party provider via the competitive process with negotiation to design, develop and run a pan-London counter fraud hub
- The hub will use data from a number of sources including local authority council tax and business rates data sets, and other sources to detect cases of fraud and develop innovative prevention measures
- It is expected that cases will be evidenced and categorised according to set confidence tiers to determine the level of additional investigation required
- Appointment of the provider will be based on an innovative commercial model which will incentivise ongoing innovation in detection and prevention measures

3. Which protected groups who will be affected¹:

None

¹ AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP

For Question 4 below, Please analyse the impact of the policy on the protected characteristics with due regard to the Public Sector Equality Duties. Use your reasoning in order to determine whether the impact will be high, medium or low:

<p>High</p> <ul style="list-style-type: none"> ➤ The initiative is relevant to all or most parts of the general duty, and/or to human/children’s rights ➤ There is substantial or a fair amount of evidence that some groups are (or could be) differently affected by it ➤ There is substantial or a fair amount of public concern about it 	<p>Medium</p> <ul style="list-style-type: none"> ➤ The initiative is relevant to most parts of the general duty, and/or to human/children’s rights ➤ There is some evidence that some groups are (or could be) differently affected by it ➤ There is some public concern about it 	<p>Low</p> <ul style="list-style-type: none"> ➤ The initiative is not generally relevant to most parts of the general duty, and/or to human/children’s rights ➤ There is little evidence that some groups are (or could be) differently affected by it ➤ There is little public concern about it
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For Question 4 below, Please use your reasoning to determine whether the impact will be positive, neutral, or negative. There are three possible outcomes:

<p>Positive</p> <ul style="list-style-type: none"> ➤ Your initiative is not likely to result in adverse impact for any protected characteristic and does advance equality of opportunity, and/or fulfils the duties in another way 	<p>Neutral</p> <ul style="list-style-type: none"> ➤ Your initiative is not likely to result in adverse impact for any protected characteristic and does not advance equality of opportunity, and/or fulfils the duties in another way 	<p>Negative</p> <ul style="list-style-type: none"> ➤ Your initiative is likely to have an adverse impact on a particular protected characteristic(s) and potentially does not fulfill the duties, or the negative impact will be mitigated through another means.
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4. Effect on the Equalities Characteristics:

Duty: Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;	Duty: Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;	Duty: Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
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Equality Characteristics*	Relevance to the Characteristic	Positive Effect	Neutral Effect	Negative Effect	Describe the effect that your Initiative/Function/Policy/Project/ Scheme may have on the listed equalities characteristics. Please include the impact on Human Rights & Children’s Rights under the UNCRC if relevant. ²
Age	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	This initiative does not discriminate against any particular group and is deemed to have a low impact and neutral effect on equalities. A full EIA is therefore not necessary.
Disability	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
Sex	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
Race ³	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
Religion/ Belief ⁴	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	
Sexual Orientation	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	

² For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities web page.

³ A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race

⁴ Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person’s life choices or the way a person lives for it to be included.

Gender Reassignment	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Pregnancy/Maternity	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Marriage & Civil Partnership	Low	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>

See above

- If the answer to question 4 is yes for either positive or negative impacts then it is necessary to go ahead with a full equality impact assessment.
- If the answer to question 4 is neutral then this form should be forwarded to your Service Director for QA and sign off, as a full EIA will not be required.
- If the form relates to HR related activities/projects/reviews it should then be forwarded to Amin Ladha in the Human Resources Department for final sign off.
- All other signed off forms which relate to proposed Cabinet decisions, should be forwarded to.

Completing Officer Sign Off:
Signed (completing officer) Name (Please print) Date:

Service Director Sign Off:
Signed Name (Please print) Date:

<i>For HR related activities/projects/reviews only:</i>
Signed (HR Business Partner) Name (Please print) Date:

* Completion of this section indicates due regard being taken in relation to the following acts & legislation:

- ✓ Equality Act 2010
- ✓ The Human Rights Act 1998