

## HAMPSHIRE COUNTY COUNCIL

### Report

<b>Committee/Panel:</b>	Audit Committee
<b>Date:</b>	17 December 2020
<b>Title:</b>	Policy Updates: Anti-Bribery policy; Anti-Fraud and Corruption strategy and Whistle-blowing policy
<b>Report From:</b>	Deputy Chief Executive and Director of Corporate Resources

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#### Purpose of this Report

1. The purpose of this report is to inform the Audit Committee that the following policies have been updated and are appended for information:
  - Anti-Bribery policy
  - Anti-Fraud and Corruption Strategy
  - Whistle-blowing policy
2. Ownership of the first two policies has been transferred from Southern Internal Audit Partnership (SIAP) to the Head of Finance, Corporate Resources.
3. Ownership of the Whistle-blowing policy remains with Human Resources (HR) and the updated policy document was discussed with recognised unions at the Joint Consultative Group on 11<sup>th</sup> November 2020. The new policy will come into effect on later than 31st December 2020.

#### Recommendation

4. That the Audit Committee note the refreshed policy documents, which will be subject to a two-year review cycle.

**REQUIRED CORPORATE AND LEGAL INFORMATION:**

**Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	no
<b>People in Hampshire live safe, healthy and independent lives:</b>	no
<b>People in Hampshire enjoy a rich and diverse environment:</b>	no
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	no

**Section 100 D - Local Government Act 1972 - background documents**

**The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)**

Document

Location

None

## **EQUALITIES IMPACT ASSESSMENT:**

### **1. Equality Duty**

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

### **2. Equalities Impact Assessment:**

The recommended action will not impact on groups with protected characteristics in any way.