

General Equality Duty:

Eliminate discrimination
Advance equality
Foster good relations

Equality Impact Assessment

1. Name of policy/procedure/proposal/project/decision*:	Anti-Bribery & Corruption Policy
Completed:	10 June 2020
Next scheduled review date:	October 2021 (or sooner if required by legislation)

2. Name of policy/procedure/proposal/project/decision*:
Anti-Bribery & Corruption Policy

3. What is main purpose of the policy?
<p>This policy sets out the responsibilities of all employees and associated persons engaged in any SQA activities to comply with the Bribery Act 2010. The act can extend to activities of a UK-based business no matter where they are carried out in the world. This policy applies to all activities worldwide, whatever the local law, practice or custom may be.</p> <p>This policy sets out guidance on how to recognise and deal with bribery and corruption.</p> <p>SQA has zero tolerance of bribery and fraud committed by any person working for SQA, or any person who provides services on behalf of SQA. Any allegation of bribery will be investigated by SQA in accordance with SQA's disciplinary procedures and may be reported to the authorities. Any individual who is found to have committed bribery will be subject to disciplinary actions as defined in the Dispute Resolution Policy.</p> <p>All SQA staff and associated persons involved with any SQA-related tender exercises must take care to avoid conduct which could be perceived as offering or accepting a financial or other advantage to influence the outcome.</p>

4. What information, and evidence, is being used to evaluate the impact of this policy on people who share protected characteristics?
<p>This policy applies to all SQA employees and associated persons (defined as appointees, agents, individuals, customers, suppliers, advisors and officials) engaged by SQA.</p> <p>This policy sets out guidance on how to recognise and deal with bribery and corruption.</p>

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Public Sector Equality Duty

SQA is required to have ‘due regard’ to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

This section provides the opportunity to capture how the policy will contribute towards the three aims of the general equality duty, and to consider if there is anything more we need to do to meet our responsibilities.

5. How might this policy impact on people who share protected characteristics? Please consider positive or negative impact. (At the beginning of the process you may want to record perceived impact – ongoing monitoring of the policy will allow you to measure the actual impact of the policy)

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide more information
Age	x			
Disability	x			
Marriage / Civil Partnership	x			
Race	x			
Religion / Belief / non-Belief	x			
Sexual Orientation	x			
Gender Re-assignment (Gender identity and transgender)	x			
Pregnancy / Maternity	x			
Sex	x			
Care experience (where relevant)	x			

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6. What arrangements could be implemented to reduce or mitigate any potential adverse or negative impacts identified above?

N/A

7. If you are proceeding with a decision that may have a negative impact despite the mitigatory arrangements identified in Step 5, are you satisfied that this is objectively justified, i.e. a proportionate means of achieving a legitimate aim? Please provide explanatory details.

N/A

8. Could this policy be revised or changed to better meet the general equality duty?

N/A

9. Has there been consultation/is consultation planned with people who will be affected by this policy/procedure/project/decision? Please detail below how this has affected your decision making.

N/A

10. How will this policy be monitored and evaluated?

This policy will be monitored in line with SQA's Gifts, Hospitality and Sponsorship Policy, Code of Conduct and Terms of Employment.