



FRAUD POLICY AND PROCEDURES

Purpose: To ensure that concerns regarding fraud and corruption are dealt with appropriately within the Co-operative.

Date: **March 2024**

Next Review Date: **March 2027**

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1. Introduction

- 1.1 Drumchapel Housing Co-operative recognises the importance of protecting the organisation including its tenants, its operations, its employees, suppliers, and its assets against financial risks, operational breaches and unethical activities.
- 1.2 Losses due to fraud, theft or corrupt practices could have a direct effect on the level and quality of service provision. The Co-operative plays an important role in the local area and any instances of fraud or corruption could be damaging for its reputation. It is wrong to assume therefore that actual financial losses are the only negative outcome of frauds. The full cost is usually much greater than the amount stolen, as the costs associated with correction may be material. Employee morale and the level of confidence of tenants, partners, suppliers, lenders and the Scottish Housing Regulator may decline as a result of fraud.
- 1.3 Drumchapel Housing Co-operative has a responsibility to its tenants, employees, partners, suppliers and other stakeholders in general to take all reasonable steps to prevent the occurrence of fraud. This policy sets out in more detail procedures for:
- fraud prevention and detection
 - the investigating and reporting of fraud
 - recording of fraud
 - responsibilities

Information is also provided on risk management, internal controls, management checks, employee training and the Bribery Act 2010.

- 1.4 This policy applies to all employees and to temporary workers, consultants, contractors, agents and subsidiaries acting on Drumchapel Housing Co-operative's behalf. Breaches of this policy are likely to constitute a serious disciplinary, contractual and/or criminal action for the individual(s) concerned.

2. Fraud definition and examples

- 2.1 Fraud can be defined as any act (actual or alleged) or willful dishonesty to gain an individual or collective advantage. It is taken to include theft, deception, bribery, forgery, extortion, corruption, conspiracy, embezzlement, misappropriation, concealment of material facts and collusion. For practical
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purposes, fraud may be defined as the use of deception with the intention of obtaining advantage, avoiding an obligation or causing loss to another party.

2.2 Employees should be aware that gifts, including hospitality offered by contractors/suppliers or service providers, may place an employee in a vulnerable position. Even when offered and accepted in innocence, such gifts may be misconstrued by others. The offer, acceptance or refusal of gifts and hospitality should be in line with the Co-operative's entitlements, payments and benefits policy and associated guidance.

2.3 Some examples of fraud that could be perpetrated against the Co-operative are:

- Theft of cash or other assets
- False accounting and/or making fraudulent statements with a view to personal gain or gain for another
- Bribery or corruption – offering, giving, soliciting or accepting an inducement or reward that may influence the actions taken by the Co-operative's employees, for example in the procurement of goods or services
- Claims for payment of works of maintenance that have not been completed, do not exist, are exaggerated or are excessive
- Claims for payment of supplies that have not been provided
- Falsification of expenses and invoices
- Falsification of flexi, annual leave, sick or special leave records
- Knowingly providing false information on job applications and requests for funding
- Alteration or falsification of records (computerised or manual)
- Failure to account for monies collected
- Tenancy fraud – including false applications and illegal sub-letting
- Acceptance of bribes for access to housing
- Payroll fraud
- Housing benefit fraud
- Procurement fraud
- Bank mandate fraud
- Cyber fraud

The above list is not exhaustive.

In terms of their requirements. The Scottish Housing Regulator (SHR) quotes Regulatory Standard 3.1:

“The RSL has effective financial and treasury management controls and procedures, to achieve the right balance between costs and outcomes, and controls costs effectively. The RSL ensures security of assets, the proper use of public and private funds, and access to sufficient liquidity at all times”.

and Regulatory Standard 4.3:

“The governing body identifies risks that might prevent it from achieving the RSL’s purpose and has effective strategies and systems for risk management and mitigation, internal control and audit”.

SHR expects RSLs to have robust procedures in place, to minimise the risks of any attempts at fraud being successful and that any attempted fraudulent activity is reported through the notifiable events process.

They also require that our governing body (the Management Board) and employees be aware of Regulatory Advice Note: Incidents of Fraud Against RSLs in Scotland, December 2019 (Appendix No.1).

2.4 Internal and external frauds

- 2.4.1 For the purposes of this policy statement, frauds can be internal, external or a combination of both. The policy defines these in sections 2.4.2 and 2.4.3 below.
- 2.4.2 Internal frauds are those committed by an employee, a Board member or someone acting on the Co-operative’s behalf and who has access to the Co-operative’s office and/or systems. An example of an internal fraud would be an employee or Board taking an inducement to award a contract to a specific company or embezzling Co-operative funds. The procedure for dealing with an internal fraud is noted at Appendix 2.
- 2.4.3 External frauds are those committed by someone not connected to the Co-operative in the manner described in section 2.4.2. An example of an external fraud would be a mandate fraud or submitting a hoax invoice for payment for services that were not received and/or requested.
- 2.4.4 Cyber frauds are those committed online. An example of Cyber fraud would be an attachment in an email or a ransom attack when a request for money is made for exchange of the organisations data.

The risk of Cyber fraud to organisations are increasing all the time. It is a huge problem all organisations need to be aware of and mitigate against. The vast majority of fraud is carried out online. Cyber fraud can be quite complex and difficult to detect, often involving data breaches or identify fraud.

It is important that the Co-operative knows how to best protect the origination from harm online.

2.5 The Bribery Act 2010

2.5.1 The Bribery Act 2010 codifies the law relating to bribery and corruption. Corruption is the misuse of office or power for private gain; bribery is a form of corruption and means that it falls within the scope of this policy. Under the Bribery Act 2010 it is illegal to:

- Offer, promise to give or to pay a bribe
- Request, agree to receive or accept a bribe
- Bribe a foreign public official
- Fail to have adequate procedures in place to prevent bribery

2.5.2 Employees and Board should be aware that any breach of the Bribery Act is likely to be dealt with as a breach of criminal law.

3. Fraud prevention

3.1 Drumchapel Housing Co-operative has established a system of internal controls, policies and procedures, in an effort to deter, prevent and detect fraud and corruption.

3.2 All new employees (including temporary and contract) are asked to provide details of any current unspent criminal offences in the Co-operative's employment application form. The Co-operative will verify details provided in the application form including references and educational checks and will obtain a Basic Disclosure under the PVG scheme in Scotland (unless the nature of the post requires an Enhanced Disclosure, in which case this will be obtained).

3.3 All suppliers and contractors must be in good standing and subject to any screening by the Co-operative in line with the Co-operative's procurement policy.

3.4 All contractual agreements with the Co-operative will contain the provision prohibiting fraudulent or corruptive acts and will include information about reporting fraud and corruption.

3.5 All employees will receive fraud and corruption awareness training and an anti-fraud culture will be promoted throughout the organisation.

3.6 Our IT provider ensures the following five critical network controls are in place to mitigate against Cyber fraud:

Boundary firewalls and internet gateways – both are in place and operational.

Secure configuration - computers are configured to enable employees to perform their duties while benefiting from software firewalls, while restricting user accounts.

Access control – only IT support staff and senior members of staff have administration accounts, restricting user access to applications and networks.

Malware protection - computers are protected by anti-malware via a managed Sophos solution.

Patch management - software updates e.g., windows are applied upon release by the manufacturer.

4. Fraud detection

4.1 The primary responsibility for detecting fraud lies with the Board and, on an operational basis, senior staff. However, all employees have a responsibility to be aware of the potential for fraud and take the necessary steps to minimise the risk to the Co-operative. Senior staff should ensure that employees in their areas of operation are familiar with the common types of fraud.

4.2 The Co-operative is not advocating the creation of an overtly suspicious environment, but it expects employees to be alert to the potential for fraud in areas where they operate.

4.3 The Co-operative's auditors, through their evaluation of the control framework (internal auditors) and during the annual audit (external auditors), also have a role to play in preventing and detecting fraud, however this is not the main remit of audit.

5. Investigation and reporting fraud

5.1 Employees will often be the first to notice the potential for fraud; this is also the case where an actual fraud, or attempted fraud, takes place. Employees suspicious of fraud should report their concerns to their line manager or the Director. This requirement to alert is not confined to suspicions about other employees, but includes any misgivings employees may have about contractors, suppliers etc.

5.2 Where it appears that the fraud may involve the Director, the Co-operative's Chairperson should be notified immediately. The Chairperson will then notify both the internal and external auditors who will guide them accordingly.

5.3 Employees should not be dissuaded from reporting actual or suspected fraud as all

cases will be treated in the strictest confidence.

The Co-operative is fully committed to supporting and protecting employees that raise legitimate concerns where possible. However, the Co-operative cannot guarantee anonymity and may have to provide, for example, witness statements to assist with any investigation.

- 5.4 Provided the allegations have been made lawfully, without malice and in the public interest, the employment position of the person will not be disadvantaged for reasons of making this allegation. The Co-operative's whistleblowing policy contains further information on this.
- 5.5 Any action(s) aimed at preventing the reporting of fraud/attempted fraud, including any attempts at intimidation, will be treated seriously and the Co-operative will take appropriate advice which could, in some circumstances, lead to reporting the action(s) to the police.
- 5.6 Fraudulent or corrupt activity by an employee is regarded as a breach of contract and, where there are grounds for suspicion, suspension is likely pending the outcome of enquiries. Where there are grounds to suspect that criminal fraud has occurred the Co-operative's policy in all such cases is to advise the police. The Co-operative will co-operate fully with the police.
- 5.7 The Co-operative may start its own investigation while any police investigation is ongoing; the Co-operative will liaise with its solicitors in this regard to ensure that it is not acting in a manner that could compromise any criminal investigation. If necessary, the Co-operative may have to delay invoking its own internal disciplinary procedures pending conclusion of any criminal proceedings.
- 5.8 Where dishonesty is detected, disciplinary procedures will be instigated, and this may lead to dismissal of the individual concerned. If required, the Co-operative's auditors or any other appointed independent investigator will be asked to carry out a fuller investigation and to provide independence in the investigation. In all cases the Co-operative will co-operate fully with those carrying out the investigation.

6. Fraud register

- 6.1 The Director will be responsible for ensuring that all frauds, suspected or actual, are recorded in the fraud register. Entries in the register will be reported to the Board as they arise and the register will be reviewed by the Board and signed off by the Chairperson and Director.
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6.2 The register will contain the following information:

- Scope and circumstances arising; summary of what happened
- Action taken by the Co-operative
- Outcome
- Any control action required as a result of the fraud
- Estimate of loss/potential loss
- Extent of/potential for recovery of loss
- Date reported to the Scottish Housing Regulator (all suspected or actual fraudulent activity is to be reported)

6.3 Should any loss through fraud be sustained by the Co-operative, the Board will take all reasonable steps to recoup the loss if the loss is of a material amount. The loss may be recouped from the perpetrator of the fraud or through an insurance fidelity guarantee claim.

7. Responsibilities

7.1 Board

7.1.1 The Board has overall responsibility for establishing adequate systems of internal control and for ensuring that these are regularly reviewed for effectiveness and compliance.

7.1.2 It is acknowledged that there can never be any absolute guarantees that internal checks and systems and procedures established will always prevent fraud, corruption or malpractice occurring. However, a good system of evaluating and testing internal controls (via, for example, internal audit) helps identify any systemic weaknesses and reduce the risk of fraud occurring. The Board Code of Conduct notes that it is the responsibility of all members to report details of alleged, detected, suspected or attempted fraud, corruption and/or malpractice committed by any person should they become aware of this.

7.1.3 The external auditor's annual management letter will be considered by the Board. The Board will agree the response to the management letter and will monitor the implementation of any recommendations agreed.

7.2 Audit, Risk and Staffing sub-Committee

7.2.1 The Audit, Risk and Staffing sub-Committee will discuss findings of internal audit reports and will monitor progress in relation to agreed recommendations. The recommendations will be ratified by the Management Board and the staff team will be responsible for implementing the recommendations.

7.3 Senior staff

7.3.1 Headed by the Director, the senior staff have a responsibility for preventing fraud.

The senior management team comprises the Director, Finance & Corporate Services Manager with support from the Finance Agent. The Operational management team consists of, Senior Housing Officer and Senior Maintenance Officer. Both the senior management and the Operational management will ensure that all employees act in a manner that promotes the following:

- Identification of risks to which systems and procedures are exposed
- Developing and maintaining effective internal controls to prevent fraud
- Establishing an environment that promotes compliance with internal controls
- Promoting fraud awareness
- Fostering an anti-fraud culture
- Ensuring that if a fraud or attempted fraud occurs a vigorous and prompt investigation takes place without regard to position held or length of service
- Take appropriate disciplinary and legal action in all cases where justified
- Reviewing systems and procedures to prevent similar frauds arising

8. Risk management

8.1 While senior staff are responsible for assessing and controlling the level of risk within their areas of authority, it is the responsibility of all employees to be aware of fraud and take the necessary steps to minimise the risk to the Co-operative. Managing the risk of fraud is the same in principle as managing any other business risk. It is best approached systematically both at corporate and operational levels. Managers should identify risk areas, assess the scale of risk, allocate responsibility for managing specific risks and implement and test controls to minimise the risks.

8.2 Senior staff also have a responsibility to familiarise themselves with common fraud techniques in areas for which they have control. This should include being alert to signs which indicate that fraud is taking place.

9. Internal controls

9.1 Internal controls are the key element in preventing fraud. They should be documented, communicated to all employees and the importance of compliance regularly reminded to employees. It is the responsibility of each line manager to ensure that controls within their areas of responsibility have been documented and that they are communicated and operate effectively.

9.2 Managers should:

- Assess the types of risk involved in the operations for which they are responsible
- Review and test the control systems for which they are responsible regularly
- Ensure that there is effective compliance with controls
- Satisfy themselves that their systems continue to operate effectively.

9.3 Senior staff should periodically monitor compliance with controls, for example by including them in the internal audit programme. It should be emphasised that the main remit of internal audit is to evaluate the effectiveness of the overall framework of internal control, with management being responsible for ensuring implementation and monitoring of the framework.

10. Corporate governance

10.1 The Scottish Housing Regulator monitors the Co-operative's adherence to corporate governance requirements through their publication of the annual Regulation Plans and also through more in depth and focused on-site inspections and, more so, desktop reviews of various statutory returns.

10.2 Development of best practice and recommendations arising from the publication of other inspection reports and *publications* will continue to be important in the development of an environment in which awareness of responsibility for fraud prevention and detection can flourish.

11. Employee training

11.1 The whole staff team combines to ensure that the business is operated in an effective and appropriate manner on a day-to-day basis and, as such, are likely to be best placed to detect fraud/attempted fraud. It is therefore crucial that the policy on fraud prevention and investigation is fully communicated to all employees **and** that this is supplemented by periodic training.

11.2 Best practice recruitment policies, such as detailed application forms that include a statement on relevant unspent convictions, written and verbal communication with referees and past employers and verification of Disclosure Scotland checks, educational and professional qualifications will be strictly used to help ensure that the Co-operative avoids employing individuals with an increased likelihood of committing fraud.

- Employee awareness of relevant policies and procedures is fundamental to the effective operation of systems. Best practice includes: Instruction and discussion on control and probity issues as part of employee induction
- Employee training on operational procedures
- Desktop instructions for specific tasks
- Ensuring that employees are aware of changes to control systems, policies and procedures

12. Policy review

- 12.1 This policy will be reviewed every three years, or earlier in line with legal, regulatory or best practice requirements.

13. UK GDPR Privacy Statement

- 13.1 The Co-operative will gather and use certain information about individuals in accordance with UK GDPR and DPA 2018. Employees have a responsibility to ensure compliance with the terms of the privacy policy and to collect, handle and store personal information in accordance with relevant legislation. The Fair Processing Notice (FPN) details how personal data is held and processed.
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Appendix No. 1 - Regulatory Advice Note: Incidents of Fraud Against RSLs in Scotland, December 2019 (Appendix No.1).



To: The Chair and Senior Officer of Registered Social Landlords

11 December 2019

Dear colleague

Incidents of Fraud against RSLs in Scotland

I am writing to you to alert you to a matter that has recently come to our attention.

A small number of RSLs have told us they have been the subject of fraud and/or attempted fraud. Fraud remains a problem for RSLs and as the operational environment changes, many traditional types of fraud still exist but others are becoming more sophisticated. The annex to this letter provides examples of some of the different types of fraud that have been notified to us.

Regulatory Standard 3 requires each RSL to ensure security of assets.

Regulatory Standard 4 requires each RSL to ensure they identify risks that might prevent it from achieving the RSL's purpose and have effective strategies and systems for risk management and mitigation, internal control and audit.

Many RSLs have effective risk management arrangements, however given the targeting of the sector, it is appropriate for RSLs to review the adequacy of the procedures in place to minimise the risks of any attempts at fraud from being successful.

Ensuring that there is senior-level focus on managing these risks, and devoting appropriate time and resource to doing so, will help to safeguard the interests of tenants and service users and maintain effective internal controls in this area.

If you uncover any activities that you believe to be fraudulent, you should continue to advise us through our [notifiable events](#) process.

I should be grateful if you would draw this advice to the attention of the appropriate staff within your organisation.

If you have any questions on this matter please get in touch with the lead regulator for your organisation or [contact us](#).

Yours Sincerely



Ian Brennan
Director of Regulation

Appendix 2 Fraud response plan – internal fraud

1. Introduction

- 1.1 The purpose of this plan is to outline the steps to be followed in the event of a suspected fraud where it is thought that the perpetrator is internal – i.e., employees, Board member or someone acting on the Co-operative's behalf such as a contractor or consultant. It provides a consistent framework for investigating and reporting fraud by defining authority levels, responsibilities for action and lines of reporting. This plan should be read in conjunction with Co-operative's fraud policy (to which it is appended) and the whistleblowing policy.

2. Initiating action

- 2.1 Suspicion of fraud may be captured through a number of means. This includes internal audit work, external audit, whistleblowing, or any employee noticing or suspecting that something is "not quite right". In all cases the Director should be alerted to the matter without delay. In the Director's absence (or if the Director is the suspected perpetrator or is somehow implicated in the fraud/potential fraud), another member of senior staff should be informed so that s/he can inform the Chairperson.
- 2.2 The Director (or in his/her absence, another member of senior staff) will as soon as possible and normally within 24 hours, convene a meeting with the Finance & Corporate Services Manager, finance agent and Chairperson to decide on initial action to be taken (this will be known as the Fraud Response Group). This action will normally involve:
- Engaging the internal auditor to act as Investigating Officer and undertake an investigation
 - Informing external auditors of the matter and agreeing arrangements for keeping the external auditors informed about progress/outcome
 - Considering how to secure records/assets and prevent further loss
 - Seeking legal advice from the Co-operative's solicitors, as required
 - Confirming responsibilities and arrangements for submitting relevant regulatory notifications
 - Confirming requirements and arrangements for notifying funders
 - Agreeing membership of the Fraud Response Group going forward
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- 2.3 The Director should advise the Chairperson as soon as an investigation under this procedure has been initiated and/or a Fraud Response Group has been established if the Chairperson is not available to attend the initial meeting.

3. Preliminary investigations

- 3.1 The Investigating Officer must conduct an initial information gathering exercise to enable the circumstances to be investigated rigorously, confidentially and without undue delay. They should thereafter report their initial findings to the Fraud Response Group, any interim conclusions and provide an action plan to guide the full investigation if this is the recommended course of action.
- 3.2 The Fraud Response Group will consider the Investigating Officer's report, but the information will not be disclosed or discussed with anyone else who does not have a legitimate need to know. In cases where an individual is suspected of fraud, which a subsequent investigation does not substantiate, every effort must be made to minimise potential damage to the individual's reputation.

4. Involving the police

- 4.1 Where preliminary investigations establish that there are reasonable grounds to suspect that fraud has taken place, it is the Co-operative's policy to pass details directly to the police, normally without undue delay and prior to any further internal investigation. The Director will notify the Chairperson of this action.
- 4.2 The police will lead any further investigations from this stage. All employees are required to co-operate fully with police enquiries in this regard. The Director will establish and maintain appropriate lines of communication with the police.

5. Subsequent investigations

- 5.1 Where preliminary investigations provide reasonable grounds for suspecting an employee or members of staff of fraud, the Fraud Response Group will decide whether there is a requirement to suspend the suspect(s). It will do so, with reference to the Co-operative's disciplinary procedure.
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- 5.2 In these circumstances, the person(s) concerned should be allowed to collect personal property but should not be able to remove any property belonging to the Co-operative. Any keys to premises should be retained by the Co-operative and placed in the safe; the alarm code should be changed.
- 5.3 The ICT support agent should be asked to withdraw, without delay, access permissions to the Co-operative's computer systems and any social media/website passwords should be changed. The person(s) involved should be requested to hand over all ICT and communications equipment provided to them by the Co-operative, including laptops, mobile telephones and other devices.
- 5.4 If no suspension takes place following preliminary investigations, the Fraud Response Group should review this at subsequent stages of the ensuing investigation.
- 5.5 The Investigating Officer will consider whether it is necessary to investigate systems other than that which has given rise to suspicion, through which the employee may have had opportunities to misappropriate Co-operative assets and report their opinion in this regard to the Fraud Response Group; the Group will then determine whether there is a need to collect additional information in order to provide an appropriate level of evidence.
- 5.6 Depending on the nature of the suspected fraud, the investigation may require technical expertise that the Investigating Officer does not possess. In these circumstances, the Fraud Response Group has responsibility for the appointment of external specialists to lead or contribute to the investigation.
- 5.7 Any requests for information from the press or other external agency concerning any fraud investigation must be referred to the Director; the Director may wish to engage the services of a public relations expert in order to decide the best way to respond to any press requests in order to avoid damage to the Co-operative's reputation. Under no circumstances should the Investigating Officer or any other employee provide statements or information to the press or external agencies.

6. Recovery of losses

- 6.1 The Investigating Officer will ensure that the amount of any loss is quantified wherever possible. Repayment of losses will be sought in all cases. Where the loss is substantial, legal advice should be obtained without delay about the need to freeze the suspect's assets through the court, pending conclusion of
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the investigation. Legal advice should also be obtained about prospects for recovering losses through the civil court, where the perpetrator refuses repayment. The Co-operative will normally expect to recover costs in addition to losses.

- 6.2 The Investigating Officer, in discussion with the Director and/or Finance & Corporate Services Manager and finance agent should also decide whether any of the losses warrant a claim under any current insurance policy. Action to recover losses via insurance will normally only be taken as a last resort.

7. Investigation report

- 7.1 On completion of a fraud investigation, the Investigating Officer will submit a written report to the Fraud Response Group. If a fraud has been established, the report will contain:

- A description of the incident, the people involved, and the means of perpetrating the fraud
- The measures taken to prevent a recurrence
- Quantification of losses
- Statement on any reputational or other non-financial damage
- Progress with recovery action (if appropriate)
- Progress with disciplinary action (if applicable)
- Progress with criminal action (if applicable)
- Actions taken to prevent and detect similar incidents.

- 7.2 The report will normally be submitted to the next meeting of the Board. Where the fraud is significant, in terms of losses incurred, or particularly novel, unusual or complex, a special meeting of the Board may be convened.

- 7.3 If no fraud/attempted fraud has been established, the report will include an opinion on whether the initial allegations were vexatious or malicious. If the Investigating Officer concludes that they may have been vexatious or malicious, the Fraud Response Group will consider the appropriate action to take against those responsible. This may involve invoking the Co-operative's disciplinary procedures and could result in dismissal. Legal advice will be followed at all stages in such circumstances.
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8. Review of the fraud response plan – internal fraud

- 8.1 This plan will be reviewed every three years in conjunction with the fraud policy. The review may be earlier to respond to legal, regulatory or best practice requirements.

Drumchapel Housing Co-operative Equality Impact Assessment

Name of the policy/proposal to be assessed	Fraud Policy	Is this a new policy/proposal or a revision ?	Revision
Person(s) responsible for the assessment	Pauline Burke, Director		
Our policy has taken account of Article 6 of the Human Rights Act	<p>This article highlights that “People have the right to a fair trial.”</p> <p>The Co-operative will therefore ensure it makes reasonable adjustments to how they communicate with tenants, and others, when developing policies/delivering services which could result in legal action being taken.</p> <p>In particular, the Co-operative will seek to reduce barriers tenants, and other customers, from specific groups might encounter if they are subject to legal action (i.e. ensuring someone with ‘additional support needs’ understands the legal processes and/or the Co-operative work through any third parties or mediators that person works with, if legal action is initiated to someone with English as a second language the Co-operative will ensure they are provided with access to appropriate translation support, etc.).</p> <p>In addition, if someone was appealing against an allocation decision, required access to additional support (i.e. access to translators, assistance with completing forms, sign-posting to support groups, etc.) then the Co-operative would provide all reasonable assistance.</p>		
Our policy has taken account of Article 8 of the Human Rights Act	<p>This Article highlights people’s “Right to respect for private life, family life and the home.”</p> <p>The Co-operative will seek to ensure policies deal effectively with anti-social issues, noise pollution, neighbour disputes, etc., and policies will avoid exacerbating any issues.</p>		
Our policy has taken account of Article 14 of the Human Rights Act	<p>This article highlights the “Prohibition of Discrimination” in any areas of the Co-operative’s work.</p> <p>The Co-operative will seek to ensure its policies and decisions are based on the merits of each case and</p>		

	nothing to do with a protected characteristic. The only exception would be a policy / service designed to help a particular group i.e. sheltered housing, caretaker service (designed particularly to benefit the elderly and disabled).
1. Briefly describe the aims, objectives and purpose of the policy/proposal	For the Co-operative to recognise the importance of protecting the organisation including its tenants, its operations, its employees, suppliers, and its assets against financial risks, operational breaches and unethical activities.
2. Who is intended to benefit from the policy/proposal? (e.g. applicants, tenants, staff, contractors)	Tenant, Board members, employees and other stakeholders.
3. What outcomes are wanted from this policy/proposal? (e.g. the benefits to customers)	To minimise the risk of the Co-operative being exposed to any attempts at internal or external fraud being successful and that if not controlled, could threaten the ongoing viability of the Co-operative.
<p>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</p> <p> <input type="checkbox"/> Age <input type="checkbox"/> Disability <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender <input type="checkbox"/> Reassignment <input type="checkbox"/> Sexual Orientation </p>	

5. If the policy/proposal is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

After review, it is thought no protected characteristic is disadvantaged by this policy.

	Positive impact(s)	Negative impact(s)
<p>6. Describe the likely positive or negative impact(s) the policy/proposal could have on the groups identified in part 4.</p>	<p>Not applicable</p>	<p>Not applicable</p>
<p>7. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i></p>	<p>No actions are required.</p>	

Signed: Pauline Burke (Job title): Director

Date the Equality Impact Assessment was carried out: 26 February 2024