

# Equality Risks and Benefits Analysis form

## Diversity and Inclusion team

This form should be completed with the ERBA guidance. Only ERBAs approved by the team should be saved on the SIP

Name of policy/project	<b>Review of Internal Audit Service Provision</b>
Main purpose	<b>Review options for delivery of the Internal Audit service</b>
Policy/project author/lead	<b>Julie Morgan, Head of Organisational Assurance</b>
Summarise the data, research, information or evidence used to inform this analysis.	<b>Public Sector Internal Audit Standards Chartered Institute of Internal Audit technical guidance</b>

Equalities assessment				
Characteristic	Neutral  (x)	Negative  (enter score likelihood x impact =)	Positive  (x)	Describe the particular characteristic you are assessing and explain:  <b>Negative: What are the risks?</b>  <b>Positive: What are the benefits and/or opportunities?</b>
Age	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
Disability (all forms, visible or invisible)	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
Sex, male or female	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
Sexual orientation	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.



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Marriage and civil partnership				The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
Pregnancy and maternity				The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
Race	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
Religion and belief (including lack of belief)	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
Gender reassignment	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.
<b>Other considerations</b> (eg applying across communities/protected characteristics; socio-economic factors; drug & alcohol dependency; safeguarding; rural living; human rights.)	<input checked="" type="checkbox"/>		<input type="checkbox"/>	The different options for delivery of internal audit are all considered with reference to compliance with professional standards and ability to deliver a quality service. Any reasonable adjustments required for the individual(s) affected by the outcome of this review would be considered and implemented where required.

**Further considerations**



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**APPENDIX B TO REPORT DSFRA/22/13**

How does the policy or project.....	
...support our core values: we are proud to help; we are honest; we are respectful; we are working together.	Internal Audit provides an independent and objective assurance function for the Service. Compliance with professional standards and code of ethics reflects the Service's core values.
...impact on the service priority to increase the diversity of the workforce through recruitment, retention, development and inclusive working practices.	Not applicable at this stage. Any future recruitment would consider this priority.
...affect different contract types, for example on call, wholetime, part time workers.	The review directly impacts the Corporate Assurance Manager, substantive Audit & Review Manager, the FTC Audit & Review Manager and the FTC Auditor. The Corporate Assurance Manager post is currently vacant. No impact to any of the other roles if the service is retained wholly or partially in house. If the service is outsourced then the substantive and FTC Audit & Review Manager posts are both at risk. If the Partnership option is approved then the substantive and FTC Audit & Review Manager posts would TUPE to DAP. For both of the latter options the FTC Auditor would be retained in house to support the assurance team.

### Consultation, decisions and actions

If medium or high range results were identified who was consulted and what recommendations were given?

Not applicable.

Describe your decision having considered the recommendations

Not applicable.

List all actions identified to address/mitigate negative risk or to promote positive outcomes

Action	Responsible person	Completion due date
Not applicable		

When, how and by whom will these actions be monitored?

Not applicable

### Authorisation

Policy/project author

Name Julie Morgan

Date 22 April 2022

Validated by (Line manager)

Name

Date

**Forward to diversity & inclusion team**



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Reviewed by (name)	ERBA number
Date	Policy/ERBA review date:

Email the ERBA and draft policy to [.cweteam@dsfire.gov.uk](mailto:.cweteam@dsfire.gov.uk)