

# Whistleblowing Policy 18<sup>th</sup> January 2016

Equality Impact Assessment

# Whistleblowing Policy

**Contact:** Andrea Malam, Recruitment Specialist, HR  
Direct  
**Updated:** 18.01.2016

**1. What type of proposal / decision is being assessed?**

A revised policy

**2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?**

The whistleblowing policy has been updated to reflect the legislation changes under the Enterprise and Regulatory Reform Act (2013) and revised in terms of updates and wording used. The policy highlights the roles and responsibilities and includes support to the person who makes the disclosure, in terms of not being victimised, harassed or bullied for making a disclosure. The policy is intended to ensure that the council meets its legislative obligations under the Public Interest Disclosure Act 1998.

**3. Does this proposal / decision require an equality impact assessment? If no, please explain why.**

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

**4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken**

*(Please refer to section 1 in the toolkit for guidance)*

The revised policy has been finalised with the input of HR, Monitoring Officer and Internal Audit. The policy has been through consultation with the recognised Trade Unions as per the usual process. Legislative changes have been made clear in the policy and information gathered via PCAW has been included.

**5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**  
*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

This policy will have a neutral impact on all protected characteristics as it will apply equally to all individuals.

**6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

This policy will not have a negative impact as it is a neutral policy and no protected characteristic will suffer a detriment.

**7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

<b>No</b>	The policy is neutral and therefore no amendments need to be made.
-----------	--

**8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

<b>No</b>	
-----------	--

Action(s)	Owner	By when?
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Please describe>	<Enter Name>	<DD.MM.YY>
<Unrestrict editing to insert additional rows>	<Enter Name>	<DD.MM.YY>

**9. Declaration**

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

<b>Review Date:</b>	18.01.2017
---------------------	------------

Name of Lead Officer for Equality Impact Assessment	Date
Andrea Malam	18.01.2016