

Equality Impact Assessment
Whistleblowing Policy

Equality Impact Assessment

Policy or function being assessed: Whistleblowing Policy
Assessment completed by: Helen Cruess

Date of assessment: 8th July 2024

1.	Describe the aim, objective and purpose of this policy or function.	<p>This policy is intended to deal with serious or sensitive concerns about inappropriate behaviour, setting out the processes to be followed.</p> <p>This policy aims to ensure that any concerns can be raised with confidence and without any worry on the part of the whistleblower about being victimized, discriminated against or disadvantaged in any way as a result.</p>
2i.	Who is intended to benefit from the policy or function?	Service Users x Public x Staff x External organisations x
2ii	How are they likely to benefit?	Should an individual feel it necessary to raise a concern, this can be raised with confidence and without any worry they as the potential whistleblower, will be subject to victimisation or discrimination or disadvantaged in any way as a result.
2iii	What outcomes are wanted from this policy or function?	The Council are committed to maintaining an open culture with the highest standards of honesty and accountability. This policy aims to provide reassurance that the Council takes all inappropriate behaviour very seriously and is committed to investigating any genuine concerns raised.

For Questions 3-11 below, please specify whether the policy/function does or could have an impact in relation to each of the nine equality strand headings:

Whistleblowing Policy - EIA

3.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their race/ethnicity ?	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
4.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their gender ?	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
5.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their disability ? Consider Physical, Mental and Social disabilities (e.g. Learning Disability or Autism).	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
6.	Are there concerns that the policy/function does	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
	or could have a detrimental impact on people due to their sexual orientation ?		
7.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their pregnancy or maternity ?	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
8.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their religion/belief ?	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
9.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their transgender ?	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
10.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their age ?	No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data

Title: Whistleblowing Policy

Author: Emma Hoods

Issue: July 2024

Ref: EH/hrc/2024

Next Review: July 20

Page 2 of 5

Equality Impact Assessment
Whistleblowing Policy

11.	Are there concerns that the policy/function does or could have a detrimental impact on people due to their marriage or civil partnership ?		No	If yes, what evidence do you have of this? E.g. Complaints/Feedback/Research/Data
12.	Could the impact identified in Q.3-11 above, amount to there being the potential for a disadvantage and/or detrimental impact in this policy/function?		No	<i>Where the detrimental impact is unlawful, the policy/function or the element of it that is unlawful must be changed or abandoned. If a detrimental impact is unavoidable, then it must be justified, as outlined in the question above.</i>
13.	Can this detrimental impact on one or more of the above groups be justified on the grounds of promoting equality of opportunity for another group? Or for any other reason? E.g. providing specific training to a particular group.		No	<i>Where the detrimental impact is unlawful, the policy/function or the element of it that is unlawful must be changed or abandoned. If a detrimental impact is unavoidable, then it must be justified, as outlined in the question above.</i>
14.	Specific Issues Identified			
	Please list the specific issues that have been identified as being discriminatory/promoting detrimental treatment			Page/paragraph/section of policy/function that the issue relates to
	N/A			
	1. N/A			1.
	2. N/A			2
	3. N/A			3
15.	Proposals			
	How could the identified detrimental impact be minimised or eradicated?	Not applicable		
	If such changes were made, would this have repercussions/negative effects on other groups as detailed in Q. 3-11?	Not applicable		

Title:

Author: Emma Hoods

Issue: V.2.5

Ref: EH/HRC/2024

Next Review: July 2027

Page 3 of 5

Whistleblowing Policy - EIA

16.	Given this Equality Impact Assessment, does the policy/function need to be reconsidered/redrafted?	Not applicable	
17.	Policy/Function Implementation		
	<p>Upon consideration of the information gathered within the equality impact assessment, the Monitoring Office agrees that the policy/function should be adopted by the Council.</p> <p>Please print:</p> <p>Name: Emma Hodds: Title: Monitoring Officer /Chief of Staff Date: 8th July 2024</p>		
18.	Proposed Date for Policy/Function Review July 2027		
	Please detail the date for policy/function review (3 yearly)		
19.	Explain how you plan to publish the result of the assessment? – as part of publication of policy		
	Standard Council Process		
20.	The One Team Values		

Equality Impact Assessment
Whistleblowing Policy

In addition to the Equality and Diversity considerations detailed above, I can confirm that the core Councils' Values are embedded in all policies and procedures.

These are:

Be customer focused

Be collaborative

Be passionate and flexible

Be entrepreneurial and commercial

Be big and bold thinkers

Be trustworthy and respectful

I confirm that this policy/function does not conflict with these values.

Title:

Author: Emma Hoods

Issue: V.2.5

Ref: EH/HRC/2024

Next Review: July 2027

Page 5 of 5