

Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:		Whistleblowing Policy			
The main objective of (please insert the name of accessed document stated above):		Ensure the Council has a clear policy and process for the reporting of serious wrongdoing under the whistleblowing framework			
<p>What impact will this (please insert the name) have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff) 					
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
<u>Gender</u>	External			x	
	Internal			x	
<u>Gender Reassignment</u>	External			x	
	Internal			x	
<u>Age</u>	External			x	
	Internal			x	

<u>Marriage and civil partnership</u>	External			x	
	Internal			x	
<u>Disability</u>	External			x	
	Internal			x	
<u>Race & Ethnicity</u>	External			x	
	Internal			x	
<u>Sexual Orientation</u>	External			x	
	Internal			x	
<u>Religion or Belief (or no Belief)</u>	External			x	
	Internal			x	
<u>Pregnancy & Maternity</u>	External			x	
	Internal			x	
<u>Other Groups</u> (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)	External			x	
	Internal			x	

Please state the group/s: _____					

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?	Yes	No	There is no evidence of a high disproportionate impact. The policy itself is designed to be inclusive and encourage anyone from any protected characteristic to report wrongdoing. The policy references the Council's reasonable adjustments policy and the ability to report whistleblowing in any format and with support. The process is designed to ensure protection from any victimisation or discrimination or negative treatment following reporting of a whistleblowing matter.
Is there an opportunity to mitigate or alleviate any such impacts?	Yes	No	The reasonable adjustment policy supports reporting under this policy.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?	Yes	No	Comment
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer
Review of reporting of whistleblowing	Annually	Effective reporting and feedback from reporters and monitoring complaints to	Deputy Chief Executive

		establish whether there is evidence of a specific impact based on a protected characteristic.	

Authorisation and Review

Completing Officer	
Authorising Head of Service/Director	
Date	
Review date (if applicable)	