

EQUALITY IMPACT ASSESSMENT

Finance



STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

Whistleblowing Policy - 'refresh' of an existing policy and applies to all employees and Councillors. The policy is intended to encourage and enable individuals to raise serious concerns of perceived wrongdoing within the Council, rather than overlooking a problem.

This Policy aims to:

- Encourage employees, councillors and contractors to feel confident in raising concerns and to question and act upon their concerns.
- Provide avenues for employees to raise these concerns and subject to legal constraints, and the requirement for confidentiality of others involved in the process, employees will receive information about the outcomes of any investigations.
- Allow employees to take the matter further if they are dissatisfied with the Council's response; and
- Provide reassurance that there will be protection from reprisals or victimisation for whistleblowing in good faith in accordance with this procedure.

The Whistleblowing Policy has been developed in accordance with the provisions of the Public Interest Disclosure Act 1998 and in support of the Council's Anti-Fraud, Bribery and Corruption Policy.

Author

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Department and service

Devon Audit Partnership for Plymouth City Council

Date of assessment

27/08/2021

STAGE 2: EVIDENCE AND IMPACT

| Protected characteristics (Equality Act) | Evidence and information (e.g. data and feedback) | Any adverse impact See guidance on how to make judgement | Actions | Timescale and who is responsible |
|--|--|--|----------------|---|
| Age | Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements | No adverse impact is anticipated. | N/A | N/A |
| Disability | Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements | No adverse impact is anticipated. | N/A | N/A |
| Religion or belief | Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements | No adverse impact is anticipated. | N/A | N/A |
| Sex - including marriage, pregnancy and maternity | Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements | No adverse impact is anticipated. | N/A | N/A |
| Gender reassignment | Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements | No adverse impact is anticipated. | N/A | N/A |
| Race | Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements | No adverse impact is anticipated. | N/A | N/A |

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|---|--|--|--|--|
| Sexual orientation - including civil partnership | Legal requirement under CPIA/PACE and other legislation to treat individuals in accordance with their needs and requirements | | | |
|---|--|--|--|--|

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

| Local priorities | Implications | Timescale and who is responsible |
|---|--|----------------------------------|
| Celebrate diversity and ensure that Plymouth is a welcoming city. | No implications | N/A |
| Pay equality for women, and staff with disabilities in our workforce. | No implications | N/A |
| Supporting our workforce through the implementation of Our People Strategy 2020 – 2024 | No implications | N/A |
| Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes. | No implications | N/A |
| Plymouth is a city where people from different backgrounds get along well. | No implications | N/A |
| Human rights Please refer to guidance | Complies with Human Rights Act 1998 and aligns with the Council's Modern Slavery Policy by stating that if an individual has cause to suspect modern slavery, this is within the scope of the Whistleblowing Policy. | N/A |

STAGE 4: PUBLICATION

Responsible Officer: Brendan Arnold, Service Director for Finance

Date
