

EQUALITY IMPACT ASSESSMENT



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>Whistleblowing Policy - 'refresh' of an existing policy and applies to all employees and Councillors, including temporary and agency staff. The policy is intended to encourage and enable individuals to raise serious concerns of perceived wrongdoing within the Council, rather than overlooking a problem.</p> <p>This Policy aims to:</p> <ul style="list-style-type: none"> • 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 receive feedback on any action taken; • 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. <p>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.</p>
<p>Author</p>	<p>Brenda Davis</p>
<p>Department and service</p>	<p>Devon Audit Partnership for Plymouth City Council</p>
<p>Date of assessment</p>	<p>27/11/2018</p>

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg 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
Faith/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
Gender - 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
Sexual orientation - including civil partnership	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

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
Reduce the gap in average hourly pay between men and women by 2020.	No implications	N/A
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	No implications	N/A
Good relations between different communities (community cohesion)	No implications	N/A
Human rights Please refer to guidance	No implications	N/A

STAGE 4: PUBLICATION

Responsible Officer



Date 29/11/2018

Andrew Hardingham - Assistant Director for Finance