

## Stafford Borough Council

### Equality Impact Assessment Form (EIA)

See Guidelines on completing Equality Impact Assessment Forms

Equality Impact Assessment	
1	<b>Title of Function or Policy to be assessed:</b> Whistle-blowing Policy 2009
2	<b>Date:</b> 21.07.09
3	<b>Name of Lead Officer:</b> Michelle Martin
4	<b>EIA Team:</b> Michelle Martin; Julie Burgess ;Ian Moore
5	<b>Head of Service:</b> Brian Law
6	<b>Existing, new or review:</b> Review
7	<b>Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided:</b>  Stafford Borough Council is committed to the highest possible standards of openness, probity and accountability. The Council supports the legislation afforded by the Public Interest Disclosure Act 1998 and therefore encourages members of the public, Councillors, employees, contractors and others that it deals with, to come forward and voice any serious concerns they may have about any aspect of the Council's work. The Council recognises the need for cases to be treated confidentially  The aim of this policy is to:- <ul style="list-style-type: none"><li>- Encourage anyone to feel confident about raising serious concerns and to question and act upon concerns about practices</li><li>- Provide avenues by which to raise those concerns and to receive feedback on any action taken</li><li>- Ensure the receipt of a prompt response to concerns and ensure awareness of how to pursue those concerns further if the response is deemed to be unsatisfactory</li><li>- Provide reassurance of protection from possible reprisals or victimisation if disclosures have been made in good faith.</li></ul>
8	<b>Linked policies, functions: Are there any other functions, policies or services, which might be linked with this one for the purposes of this</b>

If you have any queries about using Equality Impact Assessments, please contact:  
Tracy Redpath on 01785 619195 or email: [tredpath@staffordbc.gov.uk](mailto:tredpath@staffordbc.gov.uk)

	<b>exercise?</b> No																												
<b>9</b>	<p><b>Who is it intended to affect or benefit (the target population):</b></p> <p>The Policy applies to all members, employees and any contractors working for the Council on Council premises, for example agency staff, builders or drivers. It also covers suppliers and those providing services under a contract with the Council in their own premises.</p> <p>The Audit &amp; Accounts Committee should approve the Whistle-blowing Policy in September 2009.</p>																												
<b>10</b>	<p><b>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</b></p> <table border="1"> <thead> <tr> <th></th> <th>Positive Impact</th> <th>Negative Impact</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> <td></td> <td>Neither</td> </tr> <tr> <td>Disability</td> <td></td> <td></td> <td>Neither</td> </tr> <tr> <td>Gender</td> <td></td> <td></td> <td>Neither</td> </tr> <tr> <td>Race</td> <td></td> <td></td> <td>Neither</td> </tr> <tr> <td>Religion/belief</td> <td></td> <td></td> <td>Neither</td> </tr> <tr> <td>Sexuality</td> <td></td> <td></td> <td>Neither</td> </tr> </tbody> </table>		Positive Impact	Negative Impact	Comments	Age			Neither	Disability			Neither	Gender			Neither	Race			Neither	Religion/belief			Neither	Sexuality			Neither
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Sexuality			Neither																										
<b>11</b>	<p><b>What evidence do you have for the statements you have made above?</b></p> <p>The Whistle-blowing Policy will be applied consistently irrespective of age, disability, gender, race, religion/belief or sexuality.</p>																												
<b>12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:</b>																													
<b>Disability:</b> None																													
<b>Race:</b> None																													
<b>Gender:</b> None																													

**Age:** None

**Religion/belief:** None

**Sexuality:** None

**13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:**

- How will it provide equality of access to services, information and employment? N/a
- Does it or could it celebrate diversity? N/a
- Will it or could it promote good relationships within and between communities? N/a
- How will it help to prevent social exclusion? N/a
- Will it help to reintegrate those who have become excluded? N/a
- How will it provide good quality, inclusive services? N/a

**14. Consultation:**

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

Internal Audit team

Trade Unions (initial policy)

The Whistle-blowing Policy will require approval by the Audit & Accounts Committee in September 2009.

**Head of Service:**

I am satisfied with the results of this EIA

**Signature of Head of Service:**

**Completion of the Toolkit:**

**Action Plan**

Please list on this sheet the nature of any issues and any recommendation for actions that you plan to implement as a result of undertaking this Impact Assessment

<b>Issue Identified</b>	<b>Action to be taken</b>	<b>Name Lead</b>	<b>Date to be Achieved</b>

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