

Appendix 4 - EIA Record

Date of EIA 2 March 2005
 Directorate Corporate Services & Resources
 Function or policy to be assessed **Whistleblowing Policy**

Is it a policy or function	Policy
Is it a new or existing policy or function?	Existing
Aim / objective / purpose of the policy or function	Provide avenues for employees to raise concerns about standards of openness probity and accountability.
Who is responsible for the policy or function?	Director of Corporate Services & Resources
With regard to the equalities themes, which groups might be impacted by the policy or function?	<input type="checkbox"/> Race <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Sexual Orientation <p style="text-align: right;">All these groups</p>
Which groups might be affected adversely ?	<input type="checkbox"/> Race <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Sexual Orientation <p style="text-align: right;">All these groups</p>
What evidence has been found to indicate this? (include any consultation undertaken)	Whilst there is no precise information to support the fact that particular groups could be adversely affected by this policy, a potential does exist for minority groups to be discriminated against in all spheres of employment activity.
On what grounds can adverse or differential impact be justified?	There is a no basis for no adverse or differential impact.
What changes are proposed to the policy or function to reduce or remove adverse or differential impact?	<p>A number of changes are necessary:</p> <ul style="list-style-type: none"> The paragraph which deals with "Untrue Allegations" should have the last sentence changed to "if, however, you make malicious, vexatious or discriminatory allegations, disciplinary action may be taken against you". The paragraph which deals with "How the Council will respond" should have the sentence which deals with the right to accompaniment, changed to "... to be accompanied by a union or professional association representative, a friend, or, if necessary, an interpreter".
In to which plan or strategy has the necessary action been incorporated?	Whistleblowing Policy
What monitoring arrangements have been put in place?	All matters raised under Whistleblowing Policy are acknowledged and monitored by the Director of Corporate Services & Resources
What conclusions have been drawn or recommendations have been made?	We propose to implement the proposed changes through policy changes and communicate those managers and employee guidance notes.
Has the information in this EIA been made publicly available?	Yes as part of the Council's general approach to EIA's.

