



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Whistle-blowing Policy (reviewed 2021)

Step 2

Is this only a **screening** Equality Impact Assessment

No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

No

(iii) It is for information only

No

(iv) It is reflective e.g. of budget spend over a financial year

No

(v) It is technical

No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

Yes

Is this a Fairer Scotland Duty Assessment

No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy**, please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i)Lead Directorate/Service:

Strategic Policy, Transformation & Public Sector Reform

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

Public Interest Disclosure Act 1998

(iii)What is the aim of the proposal? Please give full details.

The Whistleblowing policy aims to encourage employees and named others to report suspicions of wrongdoing. It will set out the advantages of whistle-blowing, who the policy applies to, what should be reported, how to make the report, how the Council will respond, and the legal protections for whistle-blowers. Also, the roles, responsibilities, and support available to the persons involved in the process.

(iv)Is it a new proposal? No

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	Yes
Job Applicants	No
Service users	No
Members of the public	No

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

No internal data is relevant to an Equality Impact Assessment. The Whistle-blowing Policy is subject to periodical review. The reviewed policy sets out better the advantages of whistle-blowing, describes the purpose and scope of the policy, and addresses issues involved in employees working in partnership organisations.

Internal consultation (e.g. with staff, trade unions and any other services affected).

Service area staff consulted as follows: Finance, Children & Families, Schools & Learning; Human Resources, Legal & Democratic.

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

Whistle-blowing Policies of various local authorities, and NHS Tayside.
Draft Independent National Whistleblowing Officer Standards.
Draft Whistle-blowing agreement between Angus Health & Social Care Partnership.

External consultation (e.g. partner organisations, national organisations, community groups, other councils.

No external consultant is relevant to an Equality Impact Assessment.

Other (general information as appropriate).

None.

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? No

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

N/A

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age

Impact – The sole impact is on persons employed by Angus Council thus predominantly persons of working age. Impact neutral, all persons treated equally under the policy.

Disability

Impact – The sole impact is on persons employed by Angus Council. The organisation may employ persons with disabilities. Impact neutral, all persons treated equally under the policy.

Gender reassignment

Impact - The sole impact is on persons employed by Angus Council. The organisation may employ persons who have chosen to reassign their gender. Impact neutral, all persons treated equally under the policy.

Marriage and Civil Partnership

Impact - The sole impact is on persons employed by Angus Council. The organisation may employ persons who have entered a marriage or civil partnership or neither. Impact neutral, all persons treated equally under the policy.

Pregnancy/Maternity

Impact - The sole impact is on persons employed by Angus Council. The organisation may employ persons who are expecting a child or have had one or more. Impact neutral, all persons treated equally under the policy.

Race - (includes Gypsy Travellers)

Impact - The sole impact is on persons employed by Angus Council. The organisation may employ persons who are Gypsy Travellers or people from any other minority ethnicity group or race. Impact neutral, all persons treated equally under the policy.

Religion or Belief

Impact - The sole impact is on persons employed by Angus Council. The organisation may employ persons of any faith or none. Impact neutral, all persons treated equally under the policy.

Sex

Impact - The sole impact is on persons employed by Angus Council. The organisation may employ persons of any gender. Impact neutral, all persons treated equally under the policy.

Sexual orientation

Impact - The sole impact is on persons employed by Angus Council. The organisation may employ persons of any sexual orientation. Impact neutral, all persons treated equally under the policy.

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

No negative impact identified.

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

No negative impact identified.

Step 10: If a potentially negative impact has been identified, please state below the justification.

No negative impact identified.

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

Depends on the nature of the grounds of the whistle-blowing, e.g. if a matter of a discriminatory nature, this policy could contribute to the elimination of unlawful discrimination, or the advancement of equality of opportunity.

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

Depends on the nature of the whistle-blowing, e.g. if a matter of an equalities nature, then action under this policy can address this and thus advance equality.

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

Impact

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

The EIA will be reviewed in line with any further developments in this area.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

Policy to be considered at Scrutiny and Audit & Policy and Resources committees. The EIA will accompany each committee report.

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

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