

Equality Impact Assessment (EIA)

Policy/activity or service area to be assessed:	Whistleblowing Policy Job No: 848	Person completing assessment:	
Reason for this assessment: <i>(new policy / review etc)</i>	Review of current policy	Date of assessment:	19 October 2023

An EIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show ‘due regard’ for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	The aim of this policy is in response to the Public Interest Disclosure Act 1998 and to raise awareness of the statutory protection to employees who come forward and raise concerns. The policy explains the principles of confidential reporting and the conduct expected of staff.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	This policy relates to everyone who is employed by or represents Staffordshire Fire and Rescue Service through work and charity.
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Chief Executive / Monitoring Officer (Staffordshire Commissioner’s Office)

1. For ‘policy’: any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

Whistleblowing principally is about a criminal offence, a miscarriage of justice, the health or safety of any individual who is endangered, risk or damage to the environment, a company is breaking the law and/or it is believed someone is covering up a wrongdoing. The Whistleblowing Policy has been reviewed to confirm that the guidelines, are considerate of personal characteristics,

The policy ensures equal opportunity of treatment between employees, Members, business partners and relationships with external organisations confirming transparency in how relationships are built and maintained. If staff are not satisfied with the action taken internally from an issue raised then other options are highlighted within the policy.

It is important in the application of the Policy that any tends are monitored for the person using the policy and the status, by characteristic, of whom the whistleblowing is being made against. It may well be the case that Dignity at Work – Anti-Harassment and Anti-Bullying Policy is the first step someone uses and it may be that the Whistleblowing Policy is also an option under particular circumstances.

The Grievance Procedure, Dignity at Work – Anti-Harassment and Anti-Bullying Policy, the maintenance of positive industrial relations with the representative bodies, Say So and the Complaints Procedure are in place to prevent unlawful discrimination at every level of representation of the Service internally and externally as applicable, where a need for confidential reporting occurs.

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the **NEGATIVE** (detrimental) effect and provide supporting evidence for your rationale *

Age	Age discrimination or harassment 2%
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Disability	Disability discrimination, harassment or failure to make reasonable adjustment 22%.
Gender reassignment	Gender reassignment discrimination 2%
Marriage or civil partnership	NA
Pregnancy or maternity	NA
Religion or belief	Religion or belief discrimination or harassment 6%,
Race	Race discrimination or harassment 33%,
Sex	Sex discrimination or harassment 12% Victimisation 10%. Sexual harassment 4%
Sexual orientation	Sexual orientation discrimination or harassment 3%
Socio-economic disadvantage 2	NA

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
- (b) An action plan **MUST** be completed (next section)
- (c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

Action plan

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This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
<p>The above statistics, in the potential for detrimental impact come from the percentages of Whistleblowing disclosures heard by the Equality and Human Rights Commission when a Whistleblowing case has been referred to them for exploration. These are under the grounds protected by the Equality Act 2010 and the provision it has within Law.</p> <p>The EHRC received 153 whistleblowing disclosures between 1 April 2022 and 31 March 2023.</p> <p>They determined that 53% of those disclosures were either outside their remit or did not include enough information to make a full assessment. Whistleblowing</p>	<p>The Service should promote the Policy to other partners and external organisations making the policy publicly available. For suppliers this policy could be held on the internet with the procurement/contract tendering section.</p> <p>The Service should monitor the Grievances Procedure, Dignity at Work – Anti-Harassment and Anti-Bullying and Complaints Procedure for personal characteristic representation trends.</p>	<p>HR EDI</p>	<p>On implementation</p>	

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report: 2022 to 2023 published 29 Sep 2023				
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All Completed EIA's should be submitted to E&D team for approval.

Signed: _____  _____ (E&D)

Name: _____ Diane Dunlevey _____

Date: _____ 19 October 2023 _____

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