

## Equality Impact Assessment

|   |   |                               |    |
|---|---|-------------------------------|----|
| 1. Name of the change, strategy, project or policy:   |   | Whistleblowing Policy         |    |
| 2. Name of person completing this form:   |   | HR Advisory Service (Schools) |    |
| 3. Has the policy/practice been assessed to consider any negative impact on the key groups?<br>Yes. This policy document is in line with current statutory requirements. It is not envisaged for there to be a negative impact on key groups. |   |                               |    |
| 4. Where negative impact has been identified, please complete questions 5-9, if none is identified, please sign and proceed to question 9.  |   |                               |    |
| Equality Target Group (circle):   | Negative impact – it could disadvantage | Reason                        |    |
| Race  | None                                    |                               |    |
| Religion/belief   | None                                    |                               |    |
| Disability  | None                                    |                               |    |
| Gender  | None                                    |                               |    |
| Sexual Orientation  | None                                    |                               |    |
| Age   | None                                    |                               |    |
| 5   |   | Yes                           | No |
| Is the impact legal/lawful? Seek advice from your School link HR Advisor if necessary.  |   |                               |    |
| Is the impact intended?   |   |                               |    |
| 6 Could you minimise or improve any negative impact? Use the space below to detail how.   |   |                               |    |
|   |   |                               |    |
| 7 Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?  |   |                               |    |
|   |   |                               |    |
| 8. In light of all the information detailed in this form; what practical actions would you take to reduce or remove any adverse / negative impact?  |   |                               |    |
|   |   |                               |    |

### PART B) To be completed when assessment and consultation has been carried out

|   |  |     |      |
|---|--|-----|------|
| 9a) As a result of the assessment and consultation completed in Part A above, state whether there will need to be any changes made to the policy, project or planned action.  |  |     |      |
| 9b) As a result of this assessment and consultation, does the school need to commission specific research on this issue or carry out monitoring/data collection?  |  |     |      |
| Governing Bodies will ensure that the procedures within school will reflect this policy and will update documents from time to time, when revised guidance is issued by the government and the HR Advisory service. |  |     |      |
| 9) Have you set up a monitoring/evaluation/review process to check the successful implementation of the policy, project or change?  |  | Yes | ✓ No |

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