

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	P110 – Public Interest Disclosure Policy (Whistleblowing)
Policy holder	Liz Howard
Job title	HR Director
Contact details	01603 731303 / 01473 784105 – liz.howard@eastonotley.ac.uk
Directorate owner	Liz Howard
Date of completion	Feb 2015
Step A	
What are the aims, perceived benefits and suggested outcomes?	
<p>The College is committed to the highest possible standards of openness, probity and accountability. In line with that commitment, we encourage employees and others with serious concerns about any aspect of the College’s work to come forward and voice those concerns. It is recognised that certain cases will have to proceed on a confidential basis. This policy document makes it clear that staff can do so without fear of reprisals. This Public Interest Disclosure Policy (Whistleblowing) is intended to encourage and enable staff to raise serious concerns within the College rather than overlooking a problem or blowing the whistle outside.</p>	
Step B	
Do you have any data showing how the policy has been received and whether it is successful?	
<p>This policy has been used once since the merger of the colleges in 2012. It was found to be robust and fit for purpose. The policy has been reviewed by an independent Solicitor and is deemed appropriate and legally compliant.</p>	
Step C	
Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity / Race / Language	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.

Pregnancy / Maternity	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.
Disability	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.
Gender	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.
Religion	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.
Age	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.
Sexuality	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.
Gender Reassignment	It is not anticipated that this policy will have an adverse impact upon this specific characteristic.
Full impact assessment required?	YES <input checked="" type="radio"/> NO (please circle)
This will be conducted by: _____ (date)	
A copy of this form should be sent to the holder of the policy, procedure or event organiser	

This EIA was completed post review by the Governors 5/2/2015