

BANGOR UNIVERSITY EQUALITY IMPACT ASSESSMENT

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions¹ in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.

This checklist forms part of the university's approach to equality impact assessment and should be used to assess the impact of the policy on groups with protected characteristics as outlined by the Equality Act 2010.

EQUALITY GROUPS:

Age	Disability	Gender Re-assignment	Pregnancy and maternity	Welsh Language
Race	Religion and belief	Sex	Sexual orientation	Contract Type
Marriage and civil partnership				

Note –It is good practice to consider issues relating to Welsh Language and Contract type although these areas are covered by legislation other than the Equality Act 2010.

Policy Name or Title: -

PUBLIC INTEREST DISCLOSURE (WHISTLEBLOWING) POLICY AND PROCEDURES

¹ Although the word POLICY is used throughout this template it should be changed to STRATEGY / OPERATIONAL DECISION as appropriate

About the Policy:	
What is the purpose of the Policy?	This policy gives legal protection to workers who make certain disclosures of information in the public interest, and lists the procedure for making such a disclosure.
Who is responsible for the Policy?	Head of Governance and Compliance
How does the Policy link to the University's strategic priorities?	Our values: 'safe, welcoming and inclusive environment'.
Which Groups are stakeholders in the Policy?	Staff
Will the Policy be applied uniformly to all areas of the University?	Yes
Please state which groups the Policy applies to.	Staff

Have the following been considered? (requirement of the Public Sector Equality Duty)	
Could any elements of the Policy be directly or indirectly discriminatory?	This policy is written to safeguard the equal interests of all staff.
Could the Policy be used to promote diversity and equal opportunities?	N/A
Could the Policy be used to promote good relations?	It enables staff to raise issues of concern, and maintains a high level of integrity at the University.


Monitoring	
What quantitative or qualitative data is available to advise the Policy?	Records of allegations are kept and reviewed.

Consultation	
What Groups have been consulted in drafting the Policy?	Compliance Task Group.
How has consultation taken place?	Regular meetings of the key stakeholders for which records are kept.
How has consultation informed the development of the Policy?	

Implementation	
How will the Policy be implemented?	The policy is available online, and is communicated explicitly to staff following a review.
Who will be responsible for the implementation of the Policy?	The Governance and Compliance Office.

Monitoring	
How will the Policy be monitored to ensure that it is achieving its aims?	The policy is reviewed regularly, and is tested each time it is used. The University Council also receives an annual report related to whistleblowing, which includes how incidents have been managed and what lessons have been learnt.
Who will be responsible for monitoring the Policy?	Compliance Task Group.
How will the Policy be monitored to ensure that it does not disadvantage particular groups?	Any equality issues that arise will be explored and any reasonable adjustments shall be made.
When will the Policy be reviewed to see if it is achieving its aims and objectives?	This policy is on a 3-year review cycle.

Resource implications	
Training – are there any training requirements associated with the development, implementation or monitoring of this Policy?	Training is provided on whistleblowing legislation and the requirements of the policy to those who will be called upon to undertake investigations.
What are the other resource implications of implementing the Policy (including time and workload)?	Staff are expected to familiarise themselves with key policies like this one.

RECOMMENDATIONS AND REVIEW DATE	
3 years	
IMPACT ASSESSMENT SIGNATURE AND DATE	
 Gwenan Hine	2 November 2020