**EQUALITY IMPACT ASSESSMENT**

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| **1. Equality Impact Analysis** | |
| **Policy / Project / Function:** | Whistleblowing Policy |
| **Date of Analysis:** | 25/9/13 |
| **This Equality Impact Analysis was completed by:**  **(Name and Department**) | CSU Workforce Department |
| **What are the aims and intended effects of this policy, project or function ?** | * North Lincolnshire Clinical Commissioning Group (CCG) has introduced this policy to enable employees to raise their concerns or suspicions about any issues of malpractice at an early stage and in the right way * This policy is primarily for concerns where the interests of others, most especially patients, or of the CCG itself, are at risk. It can also be used by staff in order to raise allegations against colleagues in terms of safeguarding children or adults. It can be used by volunteers, trainees, agency workers, home workers, contractors and independent consultants as well as all CCG employees |
| **Please list any other policies that are related to or referred to as part of this analysis?** | Fraud and Bribery (Public Interest Disclosure)  * Disciplinary Policy * Equality and Diversity Policy * Safeguarding Policy |
| **Who does the policy, project or function affect ?**  Please Tick  | * Employees Service Users Members of the Public * Other (List Below) and   volunteers/independent consultants and agency workers |

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| **2. Equality Impact Analysis: Screening** | | | | |  |
|  | Could this policy have a positive impact on… | | Could this policy have a negative impact on… | | Is there any evidence which already exists from previous (e.g. from previous engagement) to evidence this impact |
| Yes | No | Yes | No |  |
| **Race** |  |  |  |  |  |
| **Age** |  |  |  |  |  |
| **Sexual Orientation** |  |  |  |  |  |
| **Disabled People** |  |  |  |  |  |
| **Gender** |  |  |  |  |  |
| **Transgender People** |  |  |  |  |  |
| **Pregnancy and Maternity** |  |  |  |  |  |
| **Marital Status** |  |  |  |  |  |
| **Religion and Belief** |  |  |  |  |  |
| **Reasoning** | This policy applies to all staff equally regardless of any protected characteristics. The application of the policy can be monitored through data collection and analysis if concerns are raised | | | | |
| **If there is no positive or negative impact on any of the Nine Protected Characteristics go to Section 7** | | | | | |

16

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| **3. Equality Impact Analysis: Local Profile Data** | |
| **Local Profile/Demography of the Groups affected (population figures)** | |
| **General** | Total number of employees in the North Lincs CCG 28 |
| **Age** | No staff employed are under 30  14% of staff are over 55. 86 % of staff are aged 30-55 |
| **Race** | 86% of staff employed in the CCG are White 7% of staff are Non-white  7% staff have not stated or defined their ethnicity |
| **Sex** | 50% staff employed are female 50% staff employed are male |
| **Gender reassignment** | No information at this stage |
| **Disability** | **7**% of staff employed declared themselves as having no disability  No staff declared a disability 93% did not declare /undefined |
| **Sexual Orientation** | All staff are recorded as did not wish to respond  /undefined |
| **Religion, faith and belief** | All staff are recorded as did not wish to respond /undefined |
| **Marriage and civil partnership** | 86% of employees are married. No employees are in a civil partnership |
| **Pregnancy and maternity** | No information yet as the CCG has not been established long enough to build meaningful data |

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| 4. **Equality Impact Analysis: Equality Data Available** | |
| **Is any Equality Data available relating to the use or implementation of this policy, project or function?**  Equality data is internal or external information  that may indicate how the activity being analysed can affect different groups of people who share  the nine *Protected Characteristics* – referred to  hereafter as *‘Equality Groups’.*  Examples of *Equality Data* include: (this list is not definitive)   1. Application success rates *Equality Groups* 2. Complaints by *Equality Groups* 3. Service usage and withdrawal of services by   *Equality Groups*  *4.* Grievances or decisions upheld and dismissed by *Equality Groups*  **5.** *Previous EIAs* | Yes No - however employee data included in the EIA for monitoring purposes Where you have answered yes, please incorporate this data when performing the *Equality Impact Assessment Test* (the next section of this document). |
| **List any Consultation e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this policy, project or function** | Joint Trade Union Partnership Forum  North Lincolnshire CCG Quality Group North Lincolnshire CCG Audit Group |
| **Promoting Inclusivity**  **How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation** | This Policy does not directly promote inculsivity, however, it provides a framework to handle workplace concerns in a clear and consistent mannner. |

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| **5. Equality Impact Analysis: Assessment Test** | | | | | |
| **What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by The Equality Act 2010 ?** | | | | | |
| **Protected Characteristic:** | | **No Impact:** | **Positive Impact:** | **Negative Impact:** | **Evidence of impact and if applicable, justification where a Genuine Determining Reason exists** |
| **Gender**  (Men and Women) | |  |  |  |  |
|  | **Race**  (All Racial Groups) |  |  |  |  |
|  | **Disability**  (Mental and Physical) |  |  |  |  |
| **Religion or Belief** | |  |  |  |  |
| **Sexual Orientation** (Heterosexual, Homosexual and  Bisexual) | |  |  |  |  |
| **What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by The Equality Act 2010 ?** | | | | | |
| **Protected Characteristic:** | | **No Impact:** | **Positive Impact:** | **Negative Impact:** | **Evidence of impact and if applicable, justification where a Genuine Determining Reason exists** |
| **Pregnancy and Maternity** | |  |  |  |  |
| **Transgender** | |  |  |  |  |
| **Marital Status** | |  |  |  |  |
| **Age** | |  |  |  |  |

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| **6. Action Planning** | | | | |
| **As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?** | | | | |
| **Identified Risk:** | **Recommended Actions:** | **Responsible Lead:** | **Completion Date:** | **Review Date:** |
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| **7. Equality Impact Analysis Findings** | | | | |
| **Analysis Rating:** | Red | Red/Amber | Amber | * Green |