



Equality & Diversity Impact Assessment (EIA)

The aim of the EIA is to consider the equality implications of a policy, practice, or service to prevent discrimination against people who are categorised as being disadvantaged or vulnerable within society (as listed in point 4) and to consider if there are ways to proactively advance equality.

Before completing this form, please refer to the supporting guidance document.

Where further guidance is needed, please contact CEO

Name of the policy/practice/service to be assessed	Group Whistleblowing Policy	Is this a new policy/practice/service or a revision to an existing?	Review of existing
1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.	The aim of the policy is to encourage the highest standards of openness, probity and accountability and to ensure that those who have serious concerns about any aspect of our work can come forward and speak up without fear of reprisal.		

2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i>	Staff, governing body members, tenants, members and other key stakeholders with whom we work.																			
3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i>	Staff are provided with protection from any detriment, or victimisation, as a result of making a disclosure.																			
4. Which protected characteristics could be affected by the policy, practice, or service?	(✓) <i>tick all that apply</i> <table border="1"> <tr> <td data-bbox="667 687 1608 756">Age</td> <td data-bbox="1619 687 2112 756">✓</td> </tr> <tr> <td data-bbox="667 756 1608 825">Disability</td> <td data-bbox="1619 756 2112 825">✓</td> </tr> <tr> <td data-bbox="667 825 1608 893">Gender reassignment</td> <td data-bbox="1619 825 2112 893">✓</td> </tr> <tr> <td data-bbox="667 893 1608 962">Marriage/Civil Partnership</td> <td data-bbox="1619 893 2112 962">✓</td> </tr> <tr> <td data-bbox="667 962 1608 1031">Pregnancy/Maternity</td> <td data-bbox="1619 962 2112 1031">✓</td> </tr> <tr> <td data-bbox="667 1031 1608 1099">Race</td> <td data-bbox="1619 1031 2112 1099">✓</td> </tr> <tr> <td data-bbox="667 1099 1608 1168">Religion or belief</td> <td data-bbox="1619 1099 2112 1168">✓</td> </tr> <tr> <td data-bbox="667 1168 1608 1236">Sex</td> <td data-bbox="1619 1168 2112 1236">✓</td> </tr> <tr> <td data-bbox="667 1236 1608 1315">Sexual Orientation</td> <td data-bbox="1619 1236 2112 1315">✓</td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓	Sex	✓	Sexual Orientation	✓
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5. Are there any other groups or individuals who could be affected by the policy, practice, or service?

a. People with caring responsibilities, staff and tenants from lower socio-economic backgrounds? Not applicable

b. Do the rights of children need to be considered in terms of the **UN Convention on the Rights of the Child (UNCRC)**? **No**

6. If the policy, practice, or service is not relevant to any of the **protected characteristics** listed in part 4, state why and end the process here.

7. Evidence Gathering and Engagement

a. What evidence has been used for this assessment? For example, national statistics.

To ensure that we are complying with the law and regulation. No further evidence gathering is required.

b. Who have you engaged and consulted with as part of your assessment?

We have consulted and briefed staff on the principles and objectives of the policy. Training and awareness sessions are held on a regular basis. Awareness of Whistleblowing is also included as part of the annual Board governance training.

8. Describe the **impact(s)** the policy, practice or service could have on the groups identified in part 4. Consider both positive and negative impacts.

There could be potential and unintended impacts for example, if a staff member had relationship issues within the line management structure or other support needs, felt discriminated because of religion or belief etc. However, the policy is designed to benefit staff by putting in place arrangements to ensure that this does not happen.

9. What actions are required to address the impacts arising from this assessment? <i>(This might include collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).</i>	Issue	Action	Timescales
	Regular promotion and awareness training for Staff and Board members.	Include in induction and training programmes for staff. Include regular reminders in staff bulletins and briefings.	To be implemented regularly. To be implemented regularly.
10. Decision Please record decision e.g., • No change/amend (see above) • Cease • Progress with risk (monitor and add to risk register?)	Amend		
Signed			
Job title	CEO		
Date the EIA was completed	6 August 2026		
Review date	August 2031		
Date of any quality sample check			

Please attach the completed document as an Appendix to your policy, practice, or service report