



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
<p>1. Briefly describe the aims, objectives and purpose of the policy, practice, or service.</p>	<p>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.</p>		

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<p>2. Who is intended to benefit from the policy, practice, or service? <i>(e.g., applicants, tenants, staff, contractors)</i></p>	<p>Staff, governing body members, tenants, members and other key stakeholders with whom we work.</p>																					
<p>3. What outcomes are wanted from this policy, practice, or service? <i>(e.g., the benefits to customers)</i></p>	<p>Staff are provided with protection from any detriment, or victimisation, as a result of making a disclosure.</p>																					
<p>4. Which protected characteristics could be affected by the policy, practice, or service?</p>	<p align="center"><i>(✓) tick all that apply</i></p> <table border="1" data-bbox="663 689 2114 1372"> <tr> <td data-bbox="663 689 1608 759">Age</td> <td data-bbox="1617 689 2114 759">✓</td> </tr> <tr> <td data-bbox="663 766 1608 836">Disability</td> <td data-bbox="1617 766 2114 836">✓</td> </tr> <tr> <td data-bbox="663 842 1608 912">Gender reassignment</td> <td data-bbox="1617 842 2114 912">✓</td> </tr> <tr> <td data-bbox="663 919 1608 989">Marriage/Civil Partnership</td> <td data-bbox="1617 919 2114 989">✓</td> </tr> <tr> <td data-bbox="663 995 1608 1066">Pregnancy/Maternity</td> <td data-bbox="1617 995 2114 1066">✓</td> </tr> <tr> <td data-bbox="663 1072 1608 1142">Race</td> <td data-bbox="1617 1072 2114 1142">✓</td> </tr> <tr> <td data-bbox="663 1149 1608 1219">Religion or belief</td> <td data-bbox="1617 1149 2114 1219">✓</td> </tr> <tr> <td data-bbox="663 1225 1608 1295">Sex</td> <td data-bbox="1617 1225 2114 1295">✓</td> </tr> <tr> <td data-bbox="663 1302 1608 1372">Sexual Orientation</td> <td data-bbox="1617 1302 2114 1372">✓</td> </tr> <tr> <td data-bbox="663 1378 1608 1385">Consider if you want to add any more e.g. ?</td> <td data-bbox="1617 1378 2114 1385"></td> </tr> </table>		Age	✓	Disability	✓	Gender reassignment	✓	Marriage/Civil Partnership	✓	Pregnancy/Maternity	✓	Race	✓	Religion or belief	✓	Sex	✓	Sexual Orientation	✓	Consider if you want to add any more e.g. ?	
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	<ul style="list-style-type: none"> • People with caring responsibilities 	
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5. 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.

6. 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. A training and awareness session was held on 21 June 2023. Awareness of Whistleblowing is also included as part of the annual Board governance training.

7. 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.

<p>8. 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></p>	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.	Completed. To be implemented immediately.

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<p>9. Decision</p> <p>Please record decision e.g.,</p> <ul style="list-style-type: none"> • No change/amend (see above) • Cease • Progress with risk (monitor and add to risk register?) 	<p>Amend</p>
<p>Signed</p>	
<p>Job title</p>	<p>CEO</p>
<p>Date the EIA was completed</p>	<p>5 July 2023</p>
<p>Review date</p>	<p>2026</p>
<p>Date of any quality sample check</p>	

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