



Glasgow Kelvin College

Equality Impact Assessment

Public Interest Disclosure (“Whistle- Blowing”) Policy and
Procedure

Version 5.

(Abridged)

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Title of Policy, Procedure or Practice:

Governance

Type of Policy, Procedure or Practice:

New

Existing, Reviewed or Revised

Team Leading Impact Assessment:

Corporate Governance

Lead Person: Lisa Clark

Date of Assessment: 29/11/19

Aims and Outcomes

What are the intended aims / outcomes of the policy, procedure or practice? Who is the target audience and who is it intended to benefit?

The College is committed to the highest standards of openness, probity and accountability, as set out in the principles of Public Life defined by the Committee on Standards in Public Life (the Nolan Committee).

Part of this commitment is the need to have a policy on Public Interest Disclosure (popularly known as “whistle-blowing”). The policy and associated procedures should be available to all employees, and employees should feel confident to use them.

It is implicit in every contract of employment that an employee will not reveal confidential information about the employer’s affairs. However, where an employee discovers information which he or she believes shows malpractice or wrongdoing within the organisation, then the employee should be confident that he or she can “blow the whistle” without fear of reprisal, and, if appropriate, can do so independently of line management.

The Public Interest Disclosure Act 1999 gives legal protection to employees against being dismissed or penalised by their employers as a result of publicly disclosing their serious concerns. The Act applies only to “workers”, but the College believes it is important that this policy and procedures should apply to everyone officially connected with the College. The term “employees” where it appears in this Policy should therefore be understood as including students, learners, contract workers, partner organisations and members of the Board of Management of the College.

Every employee has a duty and responsibility not to disclose confidential information about their employer’s affairs. Equally, if an employee discovers information which they believe shows malpractice or wrongdoing within the College, there is a duty and responsibility to disclose this information. In some instances, such as the need to maintain a healthy and safe working environment, there is a legal obligation to do so.

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Evidence and Information

What information has been used as the basis for this EIA?

<p>This policy applies to all equally and without bias and due to the nature of this, it does not impact adversely on any individual with protected characteristics.</p>

Protected Characteristics	Potential Impact
Age	none
Disability	none
Gender Reassignment	none
Marriage and Civil Partnership	none
Pregnancy and Maternity	none
Race	none

Religion or Belief	none
Sex	none
Sexual Orientation	none

Are you able to reduce any potential negative impacts identified? If so, how?

Compliance with General Equality Duty

Does the policy, procedure or practice comply with the three parts of the general duty?

- **Eliminate discrimination, harassment and victimisation and other conduct prohibited by the [Equality Act \(2010\)](#)**
- **Foster good relations between people from different groups - this involves tackling prejudice and promoting understanding between people from different groups**
- **Advance equality of opportunity between people from different groups**

Yes No

If no, what arrangements could be implemented to better comply with the duty?

What is the EIA outcome?

A positive impact is likely	<input type="checkbox"/>	A negative impact is not foreseen	<input checked="" type="checkbox"/>
A negative impact is likely	<input type="checkbox"/>	A negative impact is probable or certain	<input type="checkbox"/>
Are you able to introduce the policy, procedure or practice without changes?	Yes	<input checked="" type="checkbox"/>	No <input type="checkbox"/>

If no, what changes will you make before implementation?

Action and Monitoring

What action will be taken, by whom and when?

Once implemented how the policy will, procedure or practice be monitored?

Policies are reviewed every 2 years by the policy lead and are approved by the EDI committee.

NB: Finalisation of central monitoring & identification of compound impact will be undertaken within Equalities Management. Please return to the EDI manager for approval by the EDI Committee

Approval –

Signed – Patricia Currie

Date – 29/11/19

Signed – Stephen Smith

Date – 29/11/19

Appendix

Equality Act General Duty requires colleges to have **due regard** to the need to:

1. Eliminate

- a) discrimination,
- b) harassment,
- c) victimization; or
- d) any other prohibited conduct

2. Advance equality of opportunity by

- a) removing or minimising disadvantage
- b) meeting the needs of particular groups that are different from the needs of others
- c) encouraging participation in public life

3. Foster good relations – tackle prejudice, promote understanding

Protected Characteristics:

- 1. Age
- 2. Disability
- 3. Gender Reassignment
- 4. Marriage And Civil Partnership (applies only in relation to (1a) discrimination in *employment*, not to students)
- 5. Pregnancy And Maternity
- 6. Race
- 7. Religion Or Belief
- 8. Sex/ Gender
- 9. Sexual Orientation.