

Policy/Procedure/Strategy: Whistleblowing Policy  
 Review Due: 01/06/2021  
 Date of Assessment: 31/03/2017

Author/Owner: Elaine Munro  
 Department/Section: Human Resources

Signature: John McLuckie  
 Date: 31/03/2017

## Step 1

Aim of proposed activity/decision/new or revised policy or procedure:

Argyll College UHI encourages its employees and others to come forward and raise concerns they may have with managers or staff through the method of whistleblowing.

- New  
 Revised  
 Existing

Who will be affected?	Who will be consulted?	Evidence available:
College Board of Governors, staff and students	College staff	Qualitative – Argyll College UHI Whistleblowing Policy, Employment Rights Act (1996), Public Interest Disclosure Act (1998). Anecdotal – Staff views on the policy.

## Step 2

Potential Positive/Negative/Neutral Impact Identified. P, N, N/I	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Eliminating Discrimination	P	P	P	P	P	P	P	P	P
Advancing Equality of Opportunity	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I
Promoting Good Relations	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I

## Step 3

Action to be taken

- Review of equality impact assessment whenever this policy or related legislation is updated or revised.
- Policy review should consider including the 9 protected characteristics specifically with regard to discrimination in section 4.3.6 of the whistleblowing policy.
- Ongoing monitoring of compliance to ensure no protected group is discriminated against when dealing with issues relating to whistleblowing.

Summary of EIA Outcome – please tick

- No further action to be carried out  
 Amendments or changes to be made  
 Proceed with awareness of adverse impact  
 Abandon process – Stop and Rethink

Please forward completed EIA forms to the Equality & Diversity Committee