

Diversity impact assessment

TITLE <i>Name/description of the issue being assessed</i>	Proposal to revise the Whistleblowing Policy
DATE <i>Date the DIA is completed</i>	10 August 2016
LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Tim Silver Employee Relations Manager
1 Summary description of the proposed change <ul style="list-style-type: none"> • <i>What is the change to policy/service/new project that is being proposed?</i> • <i>How does it compare with the current situation?</i> 	
<p>The proposed changes relate to a change to the overarching statutory legislation and clarification as to under what circumstance concerns can be raised and to whom those concerns can be directed.</p> <p>Changes been made to reflect current contact details and other council administrative arrangements.</p>	
2 Summary of evidence used to support this assessment <ul style="list-style-type: none"> • <i>Eg: Feedback from consultation, performance information, service user records etc.</i> • <i>Eg: Comparison of service user profile with Medway Community Profile</i> 	
<p>Trade Unions and Employee Forums were formally consulted on the proposed changes between the period 4 July 2016 to 3 August 2016.</p> <p>The report was shared with both Legal and Finance and there was no comment from either.</p>	

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3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			X
Disability			X
Gender reassignment			X
Marriage/civil partnership			X
Pregnancy/maternity			X
Race			X
Religion/belief			X
Sex			X
Sexual orientation			X
Other (e.g. low income groups)			X

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

There is no impact on any of the protected characteristic groups.

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5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Not applicable

6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
Not applicable		

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- *to proceed with the change implementing action plan if appropriate*
- *consider alternatives*
- *gather further evidence*

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Not applicable

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8 Authorisation

The authorising officer is consenting that:

- *the recommendation can be implemented*
- *sufficient evidence has been obtained and appropriate mitigation is planned*
- *the Action Plan will be incorporated into service plan and monitored*

**Head of HR and
Organisational
Change**

Carrie McKenzie

Date

10 August 2016

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk

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Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication