Pre-Screening Equality Impact Assessment

Borough Council of King's Lynn & West Norfolk



Name of policy/service/function	Whistleblowing Policy and Procedure					
Is this a new or existing policy/ service/function?	Update of pre-existing policy					
Brief summary/description of the main aims of the policy/service/function being screened.	The policy and procedure explain the mechanism whereby reports of types of wrongdoing can be reported to the Council under the Public Interest Disclosure Act.					
Please state if this policy/service is rigidly constrained by statutory obligations	As above, statute applies to the underlying protections, but the detail of the policy is not constrained by statute					
Question	Answer					
1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups according to their different protected characteristic, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?		Positive	Negative	Neutral	Unsure	
	Age	х				
	Disability	х				
	Gender	х				
Please tick the relevant box for each group.	Gender Re-assignment x					
	Marriage/civil partnership	х				
NB. Equality neutral means no negative impact on any group.	Pregnancy & maternity	х				
	Race	х				
	Religion or belief	х				
	Sexual orientation	х				
	Other (eg low income)	х				

Question	Answer	Comments		
2. Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?	No	The Policy and Procedure are not expected to have any material effect on equalities issues. To a limited extent they may assist in the achievement of equalities objectives by facilitate reporting of any equalities breaches. No negative impact is foreseen.		
3. Could this policy/service be perceived as impacting on communities differently?	No	See above		
4. Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?	No	See above		
5. Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions?	No	Actions:		
If yes, please agree actions with a				
member of the Corporate Equalities Working Group and list agreed actions		Actions agreed by EWG member:		
in the comments section				
If 'yes' to questions 2 - 4 a full impact assessment will be required unless comments are provided to explain why this is not felt necessary:				

Decision agreed by EWG member:

Assessment completed by:	
Name	James Arrandale
Job title	Principal Solicitor & Deputy Monitoring Officer
Date	13 October 2023