

eqia

Equality impact assessment



EQIA Details

Name: (policy/ procedure/ practice/ function)	Whistleblowing Standards
Department:	Corporate Governance
Lead Contact:	Anne Marie Cavanagh, Director of Nursing Nicki Hamer, Head of Corporate Governance and Board Secretary
EQIA Assessor:	Click or tap here to enter text.

Date:

9 August 2023

2 EQIA Overview

Use this section to provide details about the status (**new or existing**) of the policy/practice/procedure/function and provide an outline of the proposal including **aims**, **objectives** and **outcomes**.

Please note: All tables within this report are expandable.




Status	New <input checked="" type="checkbox"/> Existing <input type="checkbox"/>
Aims objectives & outcomes	The National Whistleblowing Standards set out how NHS services must handle concerns. An individual can raise a whistleblowing concern when this relates to speaking up in the public interest about an NHS Service, where an act or omission has created, or may create, risk of harm or wrong doing. This could be linked to issues such as patient safety, fraud, poor practice, unsafe working conditions, falsifying information, abuse of authority or breaking a legal obligation. They will be applicable for staff, agency workers, students, trainees and volunteers across all NHS services. They apply to all regardless of whether full-time, part-time, self-employed, or employed through an agency. The Standards should be used for any worker to raise a qualifying disclosure under the Public Interest Disclosure Act 1998. The Standards are available to all employees, workers and ex-employees of the organisation who have concerns about misconduct or wrong doing. Many staff will have concerns about what is happening at work. Usually these are easily resolved. However, when the concern feels serious because it is about a possible danger, professional misconduct or financial malpractice that might affect patients, colleagues, or NHS Golden Jubilee itself, it can be difficult to know what to do. If a member of staff feels that something is of concern, and they feel that it is something which they think NHS Golden Jubilee should know about or look into, they should use this procedure.





3 Advancing Equality




NHS Golden Jubilee has a legal requirement under the Public Sector Equality Duty to have due regard to the need to:

- › Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- › Advance equality of opportunity between people who share a protected characteristic and those who do not.
- › Foster good relations between people who share a protected characteristic and those who do not.

Provide details of how the policy/procedure/practice/function will impact **positively, negatively** or **neutrally** on people who share a protected characteristic











 Age	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	<p>Adults - The standards are applicable to all and age would not have a differential impact on being able to access the standards.</p> <p>Older People - The standards are applicable to all working age people who work for or are contracted to work on behalf of NHS Golden Jubilee.</p>
 Disability	
Positive impact	The standards are applicable to all. Where there is a reasonable adjustment, NHS Golden Jubilee will provide the necessary adjustments including access to BSL interpreters where needed. NHS Golden Jubilee's existing processes will be followed for this.
Negative	Click or tap here to enter text.
Neutral impact	Click or tap here to enter text.
 Trans Status	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.

Neutral impact	The standards are applicable to all and no differential impacts have been identified.
 Marriage & Civil Partnership	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	The standards are applicable to all and someone who is married or in a civil partnership would still have access and no differential impacts have been identified.
 Pregnancy & Maternity	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	The standards are applicable to all and someone who is pregnant or recently pregnant would still have access and no differential impacts have been identified
 Race	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	The standards are applicable to all and someone from a minority ethnic groups would still have access and no differential impacts have been identified
 Religion or Belief	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	The standards are applicable to all and someone those from religious communities would still have

	access and no differential impacts have been identified.
 Sex	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	The standards are applicable to all sexes (male/female) and they would still have access and no differential impacts have been identified.
 Sexual Orientation	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	The standards are applicable to all and someone who identifies as LGBTQ+ would still have access and no differential impacts have been identified
 Socio-economic	
Positive impact	Click or tap here to enter text.
Negative impact	Click or tap here to enter text.
Neutral impact	The standards are applicable to all staff and there would be no socioeconomic impact, as there is no requirement to have personal internet or phone access. These are accessible in the work place to all who provide NHS services.

4 Overcoming Negative Impacts


Where the policy/practice/procedure/function was identified to adversely affect (discriminate against) people who share a protected characteristic; provide details of how this impact will be eliminated, minimised or managed.


Protected Characteristic	Actions	Person Responsible
All Characteristics	n/a	Click or tap here to enter text.
	Age	n/a
	Disability	n/a
	Trans Status	n/a
	Marriage/Civil Partnership	n/a
	Pregnancy & Maternity	n/a
	Race	n/a
	Religion or Belief	n/a
	Sex	n/a
	Sexual Orientation	n/a
	Socio-economic	n/a


5 Impact Rating






Provide an impact rating based on the degree to which the policy/practice/procedure/function will impact people who share a protected characteristic.

Impact Rating Key

 **Low**
 There is **little or no evidence** that some people are (or could be) differently affected by the policy/practice/procedure/function.

 **Medium**
 There is **some evidence** that people are (or could be) differently affected by the policy/practice/procedure/function.

 **High**
 There is **substantial evidence** that people are (or could be) differently affected by the policy/procedure/decision

Protected Characteristic		Low	Medium	High
	Age	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Disability	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Trans Status	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Marriage/Civil Partnership	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Pregnancy & Maternity	✓	<input type="checkbox"/>	<input type="checkbox"/>

	Race	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Religion or Belief	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Sex	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Sexual Orientation	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Socio-economic	✓	<input type="checkbox"/>	<input type="checkbox"/>



Provide details of stakeholder collaboration and consultation.

Refer to **Appendix A** for details of local and national charities and user groups which represent the Protected Characteristics defined by the Equality Act 2010.

Name and Job title	Department or Organisation	Contact details
Anne Marie Cavanagh, Director of Nursing	Corporate Executive	Annemarie.cavanagh@gjnh.scot.nhs.uk
Nicki Hamer, Head of Corporate Governance and Board Secretary	Corporate Governance	Nicki.hamer3@gjnh.scot.nhs.uk
Callum Blackburn, Non-Executive Director	Board Member	Callum.blackburn@gjnh.scot.nhs.uk
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7 Monitor & Review

Regular reviews ensure that the policy, procedure or practice is kept up to date, and meets the requirements of current equality legislation.

Scheduled Review	Assigned contact	Review Date
	Rob White	August 2024


Where a negative impact has been identified and remedial actions are being implemented, the policy owner should define a timescale for review.

Identified Issue	Assigned contact	Review Date
n/a	n/a	n/a
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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Evidence & Research

Please detail all evidence and research utilised in order to support the rationale for this EQIA. (Include attachments where available).

 [Equalities Evidence Finder](#)

Evidence & Research	
Evidence to support the rationale for this EQIA was compiled by means of engagement with the identified stakeholders in Section 6	<input type="checkbox"/>

EQIA Sign-Off

Please return this completed EQIA to the Diversity and Inclusion Group via email (including any supporting evidence) to the following address:

 equalities@gjnh.scot.nhs.uk

Assistance With this form

If you need any advice on completing this form, or any aspect of the Equality Impact Assessment process, please contact:

 **Rob White: Service Design and Equalities Lead**



 robert.white@gjnh.scot.nhs.uk








 **5480**

EQIA Assessor:	Click or tap here to enter text.
Diversity and Inclusion Group Representative:	Click or tap here to enter text.
Sign-Off Date:	Click or tap here to enter text.



Charities & Organisations

	Age	<ul style="list-style-type: none"> ▪ Age UK 	www.ageuk.org.uk
	Disability	<ul style="list-style-type: none"> ▪ RNIB Scotland 	WWW.RNIB.ORG.UK
		<ul style="list-style-type: none"> ▪ Visibility 	WWW.VISIBILITY.ORG.UK
		<ul style="list-style-type: none"> ▪ Action on Hearing Loss 	www.actiononhearingloss.org.uk
		<ul style="list-style-type: none"> ▪ Dementia UK 	www.dementiauk.org
		<ul style="list-style-type: none"> ▪ Alzheimer's Society 	www.alzheimers.org.uk
		<ul style="list-style-type: none"> ▪ Autism Alliance 	www.autism-alliance.org.uk
		<ul style="list-style-type: none"> ▪ Scottish Autism 	www.scottishautism.org
		<ul style="list-style-type: none"> ▪ Mind 	www.mind.org.uk
		<ul style="list-style-type: none"> ▪ Scope 	www.scope.org.uk

 Trans Status	<ul style="list-style-type: none"> ▪ Scottish Trans Alliance 	www.scottishtrans.org
	<ul style="list-style-type: none"> ▪ Sparkie 	www.sparkie.org.uk
	<ul style="list-style-type: none"> ▪ Mermaids UK 	www.mermaidsuk.org.uk
 Marriage/Civil Partnership	<ul style="list-style-type: none"> ▪ Equality Network 	www.equality-network.org
 Pregnancy & Maternity	<ul style="list-style-type: none"> ▪ Maternity Action 	www.maternityaction.org.uk
 Race	<ul style="list-style-type: none"> ▪ Race Equality Foundation 	www.raceequalityfoundation.org.uk
	<ul style="list-style-type: none"> ▪ Ethnic Minority Foundation 	www.emfoundation.org.uk
 Religion or Belief	<ul style="list-style-type: none"> ▪ Interfaith Scotland 	www.interfaithscotland.org
 Sex	<ul style="list-style-type: none"> ▪ Equality Now 	www.equalitynow.org
	<ul style="list-style-type: none"> ▪ Fawcett Society 	www.fawcettsociety.org.uk
 Sexual Orientation	<ul style="list-style-type: none"> ▪ Stonewall Scotland 	www.stonewall.org.uk
	<ul style="list-style-type: none"> ▪ West Dunbartonshire LGBT Network 	www.lgbtwestdunbartonshire.com

	<ul style="list-style-type: none"> ▪ LGBT Youth Scotland 	www.lgbtyouth.org.uk
<p>£ Socio-economic</p>	<ul style="list-style-type: none"> ▪ The Poverty Alliance 	www.povertyalliance.org
	<ul style="list-style-type: none"> ▪ Citizens Advice 	www.citizensadvice.org.uk