

Equality Impact Assessment Summary

Name of policy, function or service

Whistleblowing (policy and procedures)

Purpose and aim(s) of the policy, function or service

The main aim of the policy is encourage a culture of openness within the Commission and so help prevent malpractice.

Who will benefit mainly from this policy, function or service?

The policy will benefit any member of staff who invokes the whistleblowing procedures. It will also benefit the Commission by helping to prevent malpractice.

Information and Data (evidence) used

The nearest equivalent to invoking the Whistleblowing procedures are complaints made under the Civil Service Code. There has only been a single complaint under the Code in the last 5 years so there is therefore insufficient information or data to impact assess this policy.

There is no evidence that employees are failing to raise concerns through fear of victimisation or reprisal.

Summary of Impact

The information did not demonstrate any likely impact on particular groups.

Monitoring/Evaluation

A record of the number of cases will be maintained.

Further Information