

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				
<p>Brief summary/description of the main aims of the policy/service/function being screened.</p> <p>Please state if this policy/service is rigidly constrained by statutory obligations</p>	<p>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.</p> <p>As above, statute applies to the underlying protections, but the detail of the policy is not constrained by statute</p>				
Question	Answer				
<p>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?</p> <p>Please tick the relevant box for each group.</p> <p>NB. Equality neutral means no negative impact on any group.</p>		Positive	Negative	Neutral	Unsure
	Age	x			
	Disability	x			
	Gender	x			
	Gender Re-assignment	x			
	Marriage/civil partnership	x			
	Pregnancy & maternity	x			
	Race	x			
	Religion or belief	x			
	Sexual orientation	x			
	Other (eg low income)	x			

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? If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section	No	Actions:
		Actions agreed by EWG member:
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	