SCOTTISH POLICE AUTHORITY

POLICE SCOTLAND POILEAS ALBA

Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results

Policy / Practice	Whistleblowing Policy
Owning Department	SPA Corporate
Date EqHRIA Completed	18/03/2020
Purpose of Policy / Practice	The purpose is to set key whistleblowing principles supported by clear procedures outlining how concerns can be raised and how they should be handled. The SPA wishes to ensure that employees work in an open, transparent and safe working environment where people feel able to speak up. Encouraging individuals to raise an yconcern they may have about malpractice or serious risk as early as possible, and responding appropiately, is integral to achieving this.

A. Summary of Analysis / Decisions - What the assessment found and actions already taken.

Evidence considered included:

-Freedom to Speak Up: Independent review into creating an open and honest reporting culture.

-Previous Staff Surveys:

-Whistleblowing: Guidance for Employers and Code of Practice (Department for Business Innovation and Skills

-Police Scotland Whistleblowing guidance and EQHRIA

NHS research identified that it is worth noting that there is evidence to suggest the BME staff may feel particularly vulnerable when raising a concern, however previous staff surveys were not structured in such a way to identify whether there was a variation in level of comfort to raise a concern by protected characteristic group.

B. Summary of Mitigation Actions - What else we plan to do and how we are going to check that it has been done.

1.Whilst the protected characteristics of those who whistleblow won't be monitored the six monthly assurance report should assess any potential issues/trends/lessons that could have a disproportionate impact on particular groups as part of the six monthly reporting cycle.

Following approval of the policy the detail of the six monthly reporting process will be agreed in line with the high level principles and success criteria in the policy. This will include identification of specific issues/trends/lessons by category with one of those categories relating to diversity and inclusion.

2. Ensure an approach to survey/engagement exists that allows the SPA to understand how comfortable individuals feel in raising concerns and consider whether it is possible to split by protected characteristic.

Management Log – Policy Support Dept. Use Only			
Review Date		**Review Date**	
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