



# University of the Highlands and Islands Moray College

## Equality Impact Assessment: Guidelines and Procedure

*This formal procedure is intended to enable us to ensure that the way we operate (particularly as expressed through policies and procedures) does not adversely impact on particular groups in a way that is not justified or unavoidable. It should complement and underpin our attempts to promote equal opportunities, promote good relations between different groups and to eliminate discrimination. For everything we do we should ask the question: 'How is this likely to impact on people?'*

*Equality Impact Assessment (EqIA) should be used as an integral part of policy development and to assess existing policies. Once we have assessed all existing policies the assessment process will be embedded as part of policy and procedure development.*

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Title of Policy or Procedure	<b>Whistleblowing Procedure</b>
Responsible Officer	HR Manager
1. Is the policy or procedure rated as high/medium/low in terms of its potential impact? Please note that this may vary according to the group being considered.	Given the aim of the procedure it is rated as LOW.
2. What does the policy or procedure aim to do?	The policy provides a channel and process for individual employees to raise genuine and legitimate concerns. It clearly sets out the stages to be followed so that all cases can be investigated fairly and as promptly as possible and aims to deter serious malpractice by promoting accountability throughout the College.
3. Who is affected by the	This procedure applies to all staff of Moray

policy?	College Board of Management.
4. What do we know about the needs of the various groups and how the policy or procedure may impact on them? At the moment race, gender, disability, age, sexual orientation and religion or belief are covered by legislation. <sup>1</sup>	Certain groups not covered by legislation may feel less confident about raising issues and therefore the procedure needs to support them.
5. How might the policy or procedure impact on different groups? Are there any particular concerns at the moment?	It is not thought that this procedure would have an adverse impact on different groups.  The College is not aware that any concerns have been raised to date.
6. Do we need to change the policy or procedure in any way to remove barriers to access?	There is no evidence to suggest that a change in policy and procedure is required.
7. If changes are considered necessary when are we going to implement them? It may not, for example, be appropriate to make changes during an academic session.	N/A
8. As well as attempting to mitigate any potential adverse impact does the policy or procedure allow for the promotion of equality of opportunity and good relations between different groups?	The policy is about protecting individuals and the College.
9. How will the policy or procedure be monitored in terms of its impact?	The procedure will be monitored through feedback from staff.

<sup>1</sup> The intention of equality impact assessment is to create a situation whereby wherever possible barriers to access for any group are removed

10. Where will results of monitoring be reported? Which is the relevant Committee/Group?	The Staff Governance Committee of the Board of Management.
11. Where will the EqIA be published? As a minimum all assessments will be published on the Internet.	The EqIA will be published on the internet. The HR Policy Review Group also receive the impact assessments to ensure that recommendations inform policy and procedural development
12. Date of next review:	As per the HR Policy Review timetable
13. Summary of changes recommended	
14. Date submitted to the HR Policy Review Group:	As per the HR Policy Review timetable
Policy ratified by:	The Staff Governance Committee of the Board of Management.
Date:	01.05.2020