

3. Is there a risk that any aspect of the policy could in fact lead to discrimination or adverse affects against any group of people? (See guidance for list of protected characteristics?)

Yes No Unknown (guidance)

Please expand on your answer:

Applying this policy is likely to present very little risk of discrimination as its purpose is to protect any staff raising concerns from detrimental treatment.

4. Could any aspect of the policy help the University to meet one or more of its public sector equality duties? Bear in mind that the duty covers 9 protected characteristics. (guidance)

Duty	YES	NO	Unknown
Eliminate unlawful discrimination, harassment and victimisation ¹	X		
Advance equality of opportunity between different groups		X	
Foster good relations between different groups		X	

Please briefly set out your reasoning for the answers given to question 4:

- The policy aims to protect employees from discrimination, harassment or victimisation which results from making a public interest disclosure ie raising serious concerns.
- There is very little opportunity to promote equality or good relations through these procedures as the nature of disclosures is very ad hoc.
- There is no evidence that people from different groups of society have different needs in relation to arrangements for making public interest disclosures.
- The procedures are not currently under review.

5. Are you aware of any evidence that different groups have different needs, experiences, issues and/or priorities in relation to this policy?

Yes No Unknown (guidance)

If 'yes', please expand:

¹ All 9 protected characteristics (i.e. including marriage and civil partnership status) are relevant to this particular aspect of the duty.

Conclusions

6. What level of EIA priority would you give to this policy? (guidance)

HIGH	-	full EIA within 6 months, or before approval of policy
MEDIUM	-	full EIA within one year of screening
X LOW	-	full EIA within three years of screening
SCREEN OUT	-	no further EIA required at this time

Please briefly explain the reasons for this judgement:

LOW- the number of staff likely to be affected by this policy is very low. However the potential impact on the reputation of the University could be significant in the event that we fail to comply with our obligations to protect employees against unfair treatment following 'whistleblowing.

7. Will the timescale for EIA be affected by any other influence e.g. Committee deadline, external deadline, part of a wider review process? (guidance)

No

8. Who will carry out the full EIA?

HR

EIA screening completed by: *Lemy Maguire*

Date: *28.04.15*

Please send this completed screening form to equality@stir.ac.uk so that it can be incorporated into the University's EIA schedule. If you need any further information please contact either Edna Doherty or Rachel Winzer in Policy and Planning via the equality email address.