

Cunninghame Housing Association Ltd

Equality and Human Rights Impact Assessment (EIA)

Assessment Details

Title of policy / practice	Whistleblowing Policy
Assessment carried out by <i>(name and post)</i>	Joanne Martin HR Officer
What is the purpose of the proposed policy / practice or changes to be made to the policy / practice?	The policy sets out Cunninghame Housing Association's approach to Whistleblowing
What involvement and consultation has been done in relation to this policy / practice? <i>(e.g. with relevant groups and stakeholders)</i>	There are minimal changes to the principles of the policy, so no consultation has been done on this version, however the policy is considered by Board Members before approval.
Who is affected by the policy / practice? <i>(indicate stakeholder / service user groups and any known equality groups)</i>	Staff Members of Cunninghame Housing Association and its subsidiary companies. This could include older people, people with disabilities, LGBTQ+, people of different ethnic origins, pregnant women, people with different religious beliefs.

Public Sector Equality Duty – 'Three Key Needs'

Which aspects of the policy / practice eliminate unlawful discrimination, harassment and victimisation?	There are no issues in the policy that will impact on the protected characteristics.
Which aspects of the policy / practice advance equality of opportunity between people which share a relevant protected characteristic and those who do not?	The policy enables a clear and transparent service. Communication of the Policy to Staff Members in a way that meets their needs will support the advancement of equal opportunity to those with protected characteristics.
Which aspects of the policy / practice foster good relations between people who have a protected characteristic and those who do not?	The policy deals with Whistleblowing in the workplace does cover engagement between people who have a protected characteristic and those who do not. Discussion around protected characteristics and other vulnerabilities forms part of the engagement process.

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Impact of the Policy

Protected Characteristic Group	Is there the potential for a positive or negative impact?	Explain the potential impact and give examples of any evidence / data used (e.g. SIMD)	Action taken to address any negative impact (e.g. adjustment to the policy / practice)
Age	No		
Disability	No		
Gender reassignment	No		
Marriage and civil partnership	No		
Pregnancy and maternity	No		
Race	No		
Religion or Belief	No		
Sex	No		
Sexual orientation	No		
Other	No		

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Evaluation

Is it possible the proposed policy / practice could discriminate or unfairly disadvantage people?	The policy has been developed to ensure that the Association deals with whistleblowing correctly and to support employees where necessary. It also ensures those with protected characteristics are supported.
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Recommended Course of Action	Tick appropriate box	Include any justification / explanation required
Outcome 1 Proceed – no potential for unlawful discrimination, and no adverse impact or breach of human rights articles has been identified.	✓	N/A
Outcome 2 Proceed with adjustments to address discrimination, remove barriers to the advancement of equality of opportunity and fostering good relations, address breaches of human rights.		
Outcome 3 Continue despite having identified some potential for adverse impact or missed opportunity to advance equality and human rights (justification to be clearly set out).		
Outcome 4 Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.		

Completion date	March 2025
Authorisation date	
Authorised by	
Review date	March 2026
Will this EIA be published? (EIAs should be published)	Yes

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Change Log

Name	Date	Changes