

Dudley Group of Hospitals: Equality Impact Assessment

Step 2 - Screening Tool

Please complete the following when screening your policy or service for potential impact on equality groups.

1. Name of lead	Alexandra Bayliss
Contact number & email	2705/3253 Alexandra.Bayliss@DGH.NHS.uk
Directorate or Department and Team	Human Resources
2. Name of service or policy	Whistle blowing Policy
Is this a new or existing piece of work?	Existing
3. Target audience e.g. patients and public; NHS staff; professional health organisations; voluntary organisation; internal staff	<p>This policy applies to employees and every professional in the NHS. For the purposes of this policy only, this is someone who is:</p> <ul style="list-style-type: none"> • employed on a permanent or fixed term contract of employment to the Trust on secondment to the Trust • on a temporary contract or employed through an agency or the internal agency (bank) to work for the Trust • an independent consultant for the Trust • contractors and suppliers of services to the Trust
4. What are the aims of the service/policy? i.e. what does the policy or service hope to achieve?	<p>This policy sets out a process whereby employees who have concerns about malpractice or impropriety may, in good faith, raise those concerns at a high level within the Trust, outside of normal line management, and without fear of reprisal. The procedure also seeks to balance the need to provide safeguards for members of staff who raise genuine concerns about malpractice or impropriety against the need to protect others and the Trust</p>

	against uninformed or vexatious allegations
<p>5. Does any part of this service or policy have the potential to have an adverse impact based on a person's age, disability, ethnic origin, gender, religion/belief or sexual orientation? <i>If No, please provide brief reasons.</i></p>	No, this policy is equally available for all to use and provides protection for all regardless of any protected characteristic.
<p>6. Are there any factors that could lead to different outcomes or satisfaction levels based on people's age, disability, ethnic origin, gender, religion/belief or sexual orientation? If No, please provide brief reasons.</p>	No, this policy provides protection for all who use it and has a process for supporting both the whistle blower and the accused.

If you have answered yes to any of questions 5 or 6, you must now complete a full Equality Impact Assessment using the proforma provided by the Trust.

If you have answered No to all of the above questions, a full assessment is not required. Please complete the following sign-off section and send a copy of this screening to your Head of Service, Matron or Head of Department as appropriate **and** to Head of Communications at Trust HQ.

Name of person completing this screening: Alexandra Bayliss

Job Title: HR Manager

Date sent to Head of Service: 21 February 2013

Date sent to Head of Communications, Trust HQ:

For advice relating to completion of this screening, please contact Human Resources on 456111, ext 3251