REPORT of
DIRECTOR OF LEGAL AND GOVERNANCE

to
STRATEGY AND RESOURCES COMMITTEE
26 NOVEMBER 2026

WHISTLEBLOWING POLICY

1. PURPOSE OF THE REPORT

1.1 To consider and approve the Council's revised Whistleblowing Policy and Procedure 2026.

2. RECOMMENDATION

That the Whistleblowing Policy and Procedure 2026 attached at **APPENDIX 1** to this report be approved.

3. SUMMARY OF KEY ISSUES

3.1 The Council's Whistleblowing Policy and Procedure has been reviewed in 2026 to ensure that it remains clear, current and fit for purpose.

3.2 The revised policy provides staff and workers with guidance on reporting suspected wrongdoing, explains how concerns will be considered and investigated, and confirms the protection and support available to those who raise genuine concerns.

3.3 The Policy works alongside the Council's Anti-Fraud Strategy, Anti-Money Laundering Policy, Anti-Corruption and Bribery Policy, and the Member and Officer Codes of Conduct.

3.4 The 2026 review updates the document's structure and procedure so that the routes for raising concerns, confidentiality arrangements, investigation process, external disclosures, roles and responsibilities, and key contacts are set out clearly.

3.5 Following approval, the revised Policy will be implemented, circulated to staff and Members, and reviewed as required in response to legislative or organisational change.

4. CONCLUSION

4.1 Approval of the revised Whistleblowing Policy and Procedure 2026 will provide a clear and current framework for raising, considering and investigating concerns about suspected wrongdoing

5. IMPACT ON PRIORITIES AS SET OUT IN THE CORPORATE PLAN 2025 - 2028

5.1 The revised Policy supports an open, accountable and well-governed organisation by providing a clear route for concerns about wrongdoing to be raised and addressed.

5.2 **Delivering good quality services**

5.2.1 Clear arrangements for reporting and investigating concerns support effective governance, accountability and continuous improvement in service delivery.

5.3 **Supporting our communities**

5.3.1 Promoting openness and accountability helps maintain public confidence in the Council and the services it provides.

6. IMPLICATIONS

(i) **Impact on Customers** - Safeguarding Council finances, identifying and dealing with any fraudulent activities.

(ii) **Impact on Equalities** – There are no direct equality implications arising from the recommendations in this report.

(iii) **Impact on Risk (including fraud implications)** – The revised Policy reduces governance and fraud risk by providing clear arrangements for concerns to be raised, assessed and investigated.

(iv) **Impact on Resources (financial)** – There are no direct financial implications arising from approval of the Policy. Any investigation will be managed within available resources unless the circumstances require specialist external support.

(v) **Impact on Resources (human)** – Officers may be required to assess and investigate concerns raised under the Policy as part of their existing responsibilities.

(vi) **Impact on Devolution / Local Government Reorganisation** – There are no direct implications arising from the recommendations in this report.

Background Papers: None.

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