



REPORT of DIRECTOR OF RESOURCES

**to
FINANCE AND CORPORATE SERVICES COMMITTEE
30 JANUARY 2018**

ANNUAL REPORT ON THE WHISTLEBLOWING POLICY

1. PURPOSE OF THE REPORT

- 1.1 To report to the Committee on the review of the Whistleblowing Policy and Procedure (**APPENDIX 1**) and seek approval and adoption of the revised version.

2. RECOMMENDATION

To the Council

That the updated Whistleblowing Policy and Procedure (**APPENDIX 1**) be approved and adopted.

3. SUMMARY OF KEY ISSUES

- 3.1 The Committee is updated annually on the operation of the Policy and any complaints made under it, the last occasion being June 2017. The Council's existing Whistleblowing Policy was adopted by the Council on 9 May 2013. This policy was made under the provisions of the Public Interest Disclosure Act 1998, and makes provisions for internal confidential disclosure of allegations of malpractice. The legislation provides protection for workers who raise legitimate concerns in good faith where the worker has a reasonable belief that any of the following is being, has been, or is likely to be committed:

- A criminal offence;
- A miscarriage of justice;
- An act creating risk to health and safety;
- An act causing damage to the environment;
- A breach of any other legal obligation; or
- Concealment of any of the above.

- 3.2 In line with the Legal and Democratic Services Level 2 Business Plan for the 2017 / 18 municipal year, the Policy and Procedure has been reviewed. The intention of the review was to ensure that the Council's Policy remains robust and current. The outcome has been the production of a much simplified and user-friendly version. The

one significant feature of the revised version is the change of emphasis away from reporting through the line manager in the first instance. For the most part, the Legal and Democratic Services Manager will be the point of reference for complaints.

3.3 It is proposed that the Policy and Procedure is reviewed annually.

4. CONCLUSION

4.1 The Whistleblowing Policy and Procedure needs to be kept up to date on a periodic basis to reflect the Council's structure and any other necessary legislative amendments.

5. IMPACT ON CORPORATE GOALS

5.1 The maintenance of policies to enable the reporting of concerns contributes to our Corporate Goal "Delivering good quality, cost effective and valuable services".

6. IMPLICATIONS

- (i) **Impact on Customers** – None.
- (ii) **Impact on Equalities** – None.
- (iii) **Impact on Risk** – None.
- (iv) **Impact on Resources (financial)** – None.
- (v) **Impact on Resources (human)** – The Director of Resources will undertake the review of the policy and procedure during 2017 / 18.
- (vi) **Impact on the Environment** – None.

Background Papers: Whistleblowing Policy.

Enquiries to: Stuart Jennings, Corporate Governance Project Officer, (Tel: 01621 875745).