

**SUBJECT: WHISTLEBLOWING POLICY AND GUIDANCE**

**DIRECTORATE: CHIEF EXECUTIVE AND TOWN CLERK**

**REPORT AUTHOR: JOHN SCOTT, AUDIT MANAGER**

## **1. Purpose of Report**

1.1 To update the Whistleblowing policy and guidance

## **2. Executive Summary**

2.1 The Council's current whistleblowing policy has been updated to reflect changes in personnel and other external links and has been re-formatted to make the presentation shorter and clearer. There have been no material changes to the content.

## **3. Background**

3.1 The Council's whistleblowing policy is part of range of counter fraud policies which are reviewed every two years (or sooner if required).

3.2 A Whistleblower is generally a term used for a person who works in or for an organisation and raises an honest and reasonable concern about a possible fraud, crime, danger or other serious risk that could threaten colleagues, service users, customers, members of the public or the success and reputation of the organisation.

3.3 UK law protects employees from dismissal, harassment or victimisation if such treatment occurs as a result of having made a whistle-blowing disclosure considered to be in the public interest. If workers bring information about a wrongdoing to the attention of their employers or a relevant organisation, they are protected in certain circumstances under the Public Interest Disclosure Act 1998. This is commonly referred to as 'blowing the whistle'. The law that protects whistle-blowers is for the public interest - so people can speak out if they find malpractice in an organisation. Blowing the whistle is more formally known as 'making a disclosure in the public interest'.

## **4. Policy and Guidance**

4.1 The content of the Whistleblowing policy and guidance remains largely unchanged with the exception of personnel changes, external links and presentational changes to help improve understanding.

## **5. Organisational Impacts**

5.1 Finance (including whole life costs where applicable)

There are no financial implications.

5.2 Legal Implications including Procurement Rules

There are no direct legal implications; however the policy helps ensure compliance with UK law.

5.3 Equality, Diversity & Human Rights

There are no changes to the existing Equality Impact Assessment.

**6. Recommendation**

6.1 That Audit Committee approve the updated policy and guidance.

**Is this a key decision?** No

**Do the exempt information categories apply?** No

**Does Rule 15 of the Scrutiny Procedure Rules (call-in and urgency) apply?** No

**How many appendices does the report contain?** One

**List of Background Papers:** None

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