

## Regulatory and Audit Committee

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<b>Title:</b>	<b>Whistleblowing Policy</b>
<b>Date:</b>	June 2013
<b>Author:</b>	Michelle Higgs, HR Manager, Change, Policy and ER
<b>Contact officer:</b>	Anne Nichols, Senior HR Officer, Change, Policy and ER, 01296 382875
<b>Local members affected:</b>	Peter Hardy, Resources & Business Transformation

*For press enquiries concerning this report, please contact the media office on 01296 382444*

### Summary

The Whistleblowing Policy was written in January 2010 and is scheduled for formal review during 2013. This is in line with all the Human Resources Employment Policies. The policy was updated in June 2013 to ensure compliance with the legislative changes resulting from the Enterprise and Regulatory Reform Act 2013. A further more thorough review will take place before the end of the financial year.

The Policy is referred to as part of the Council's Code of Conduct for Officers. This was audited during 2012 and a reasonable outcome documented in May 2012. The audit report mentions that all related policies and procedures were considered.

The policy is brought to the attention of new entrants through Appendix 1, County Wide Confidentiality Statement, attached to Contracts of Employment. It is also available to all employees through the Council's intranet A-Z and Schoolsweb A-Z.

During the last financial year there has been one whistleblowing case from the Resources and Business transformation Portfolio. The case related to inappropriate and unacceptable behaviour towards a colleague on social media. The hearing outcome was dismissal – this was overturned at Appeal to a Final Written Warning. The employee subsequently resigned – never physically returning to work.



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## **Recommendation**

**The process for Whistleblowing will be brought to Employees' attention later this year when the revised policy is launched.**

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