

Main Changes to the Revised Whistleblowing Policy and Procedure

The Buckinghamshire County Council Whistleblowing Policy and Procedures (Services and Schools) have been revised and updated to include legal changes required by the Enterprise and Regulatory Reform Act (ERRA) 2013.

The main changes to the policies are as follows:

		New Whistleblowing Policy	Previous Whistleblowing Policy
1.	Amendments to reflect ERRA 2013	Omission of the 'duty of good faith' and the introduction that a worker who makes a disclosure will only be protected if the disclosure is in the 'public interest'.	Disclosures had to be 'in good faith' and no requirement to be in the 'public interest'.
2.	Costs of attendance of representative or work colleague	Removed clause 10.12 from policy detailing "The Council will not meet any costs associated with the attendance of the representative or colleague at a Whistleblowing meeting beyond granting paid time off to a Council employee." Clause in Toolkit only.	Clause in policy and toolkit
3.	Definition of Whistleblowing	Additional bullet point included: "Unreasonable conduct resulting in unfair pressures on staff"	Not in policy
4.	Formal Process	Contains outline of formal process only – detail moved to Toolkit	Detail of formal process included in Policy
5.	Formal Process	Stage 1 – report concern to line manager Stage 2 – report concern to line manager's manager	Stage 1 – report concern to line manager Stage 2 – report concern to Strategic Director
6.	Figures 1 and 2 (flowcharts) – which policy to use and the process	Removed from Policy. Shown as Appendices 1 and 2 in the Toolkit. (Fig 1 – Which Policy to use when a concern is raised; Fig 2 – Whistleblowing process)	Figures 1 and 2 detailed in policy – not in toolkit
7.	Witnesses	Only the individual raising the concern through the Whistleblowing policy has the right to be accompanied at any meetings	Anyone interviewed as part of the investigation has the right to be accompanied
8.	Safeguarding	Additional option included to allow an employee/worker to raise their concern regarding a child, young person or vulnerable adult with a LADO	No mention in policy of option to raise concern with LADO
9.	Scope of Policy	This sentence has been removed from the policy as it does form part of the contract of employment	"This policy does not form part of the BCC contract of employment" included in the Scope of the Policy
10.	Confidentiality and Anonymity	If a concern is raised in confidence, the employee's or worker's identity will not be disclosed without their consent, unless required by law	Unless required by law was not in the policy.