

Regulatory and Audit Committee

Title:	Whistleblowing Policy
Date:	April 2014
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Summary

The Whistleblowing Policy was written in January 2010 and was 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 has now taken place and the resulting updated Whistleblowing Policy is dated March 2014.

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 have been two whistleblowing cases at Schools within the County. In the first case an ex-member of staff complained about bullying, capability issues and the leadership style of a member of the School Leadership Team. The case was investigated, the allegations were not upheld, but internal recommendations on improving practices were accepted by the Headteacher.

The other case involves a member of staff alleging breaches of confidentiality by the Headteacher in March 2014. This is currently being investigated by an independent investigating officer.



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There are no reported whistleblowing cases in Services.

Recommendation

That the Regulatory and Audit Committee approve the revised Whistleblowing policy.

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