

# Regulatory and Audit Committee

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<b>Title:</b>	<b>Whistleblowing Policy</b>
<b>Date:</b>	April 2015
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<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 underwent a thorough review at the beginning of 2014 and the updated policy (dated March 2014) was approved by the Regulatory and Audit Committee in April 2014.

In line with all other HR policies a review of the Whistleblowing Policy and Procedure has taken place to streamline the policy, in line with the principles under Future Shape. The principles of the policy and the process have not changed, and additional guidance is available for employees and managers on the intranet. The revised Whistleblowing Policy and Procedure dated April 2015 is attached.

The policy is brought to the attention of new joiners to the Council 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. The Whistleblowing Policy is also highlighted in the new Employee Handbook.

During the last financial year, there has been one Whistleblowing case raised in a School which was anonymous. It was regarding concerns about the Headteacher's intimidating behaviour towards staff. After investigation, it was concluded that there was insufficient evidence to warrant any further action under the Whistleblowing policy.

There has been one other case in the Youth Offending Service which is currently being investigated. The issue of work practices has been raised by a volunteer.



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## **Recommendation**

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

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