



## Report to Audit and Governance Committee

<b>Date:</b>	17 January 2024
<b>Title:</b>	<b>Whistleblowing Policy</b>
<b>Relevant councillor(s):</b>	<b>N/A</b>
<b>Author and/or contact officer:</b>	Maggie Gibb, Head of Business Assurance (& Chief Auditor)
<b>Ward(s) affected:</b>	<b>N/A</b>
<b>Recommendations:</b>	<b>Members are recommended to approve the policy.</b>
<b>Reason for decision:</b>	N/A

### **1. Executive summary**

- 1.1 The Public Interest Disclosure Act 1998 protects employees/workers from reprisal, victimisation or harassment at work if they raise a concern that they reasonably believe is in the public interest.
- 1.2 The Whistleblowing Policy is intended to encourage and enable employees to raise serious concerns within the council rather than overlooking a problem or “blowing the whistle” outside.

### **2. Content of report**

- 2.1 The draft Whistleblowing Policy and Procedure can be found at Appendix 1.
- 2.2 The policy has been updated to reflect current job titles and changes to other linked policies.
- 2.3 The policy will be reviewed on a triennial basis.

### **3. Other options considered**

3.1 N/A.

### **4. Legal and financial implications**

4.1 None.

### **5. Corporate implications**

5.1 N/A

### **6. Local councillors & community boards consultation & views**

6.1 N/A

### **7. Communication, engagement & further consultation**

7.1 N/A.

### **8. Next steps and review**

8.1 Following approval, the policy will be published on the council's website and intranet, and it will be publicised during Anti-Fraud and Corruption awareness sessions.

Commentary on the effectiveness of the policy, including an analysis of whistleblowing cases, will be included in an annual report to the Audit and Governance Committee in July 2024.

### **9. Background papers**

9.1 None.

### **10. Your questions and views (for key decisions)**

10.1 If you have any questions about the matters contained in this report please get in touch with the author of this report. If you have any views that you would like the cabinet member to consider please inform the democratic services team. This can be done by telephone 01296 382343 or email [democracy@buckinghamshire.gov.uk](mailto:democracy@buckinghamshire.gov.uk).

