

**Bolsover District Council**

**Council**

**23<sup>rd</sup> May 2018**

<b>Review of Whistleblowing Policy</b>
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**Report of the Joint Head of Corporate Governance & Monitoring Officer**

This report is public

**Purpose of the Report**

- To recommend for approval an updated Whistleblowing Policy

**1 Report Details**

- 1.1 Whistleblowing is a report from an employee, member or other person about suspected wrongdoing within the organisation. The Public Interest Disclosure Act 1998 requires employers to refrain from dismissing workers and employees or subjecting them to any other detriment because they have made a protected disclosure.
- 1.2 Whistleblowing policies should foster a climate of openness and transparency in which individuals in the workplace do not feel that they will be victimised, harassed or suffer any reprisals if they raise concerns about wrongdoing within the organisation. The Government expects all public bodies to have adequate whistleblowing procedures in place.
- 1.3 Bolsover District Council currently have in place a Joint Whistleblowing Policy, with North East Derbyshire District Council. The Councils are committed to updating Policies on a regular basis to ensure that they are fit for purpose.
- 1.4 There are minor changes recommend to the existing Policy, to amend various job titles to bring the Whistleblowing Policy up to date, and to clarify the form of the register.
- 1.5 The amended Whistleblowing Policy is attached to this report at Appendix A, with amendments shown by way of track changes.

## **2      Conclusions and Reasons for Recommendation**

- 2.1      The Whistleblowing Policy has been reviewed to ensure that it remains fit for purpose and the amended job titles are required to ensure the policy is current.

## **3      Alternative Options and Reasons for Rejection**

- 3.1      None.

## **4      Implications**

## **5      Finance and Risk Implications**

- 5.1      None.

## **6      Consultation and Equality Impact**

- 6.1      The Unison Branch Secretary, as Chair of the Council Joint Consultative Group, agreed that the updated policy need not be submitted to the group as the updated job titles is only a minor amendment.
- 6.2      Equality issues have been taken into account in the review of the policy.
- 6.3      The Standards Committee have been consulted on the changes to this Policy and recommend approval.

## **7      Legal Implications including Data Protection**

- 7.1      The legal implications in relation to whistleblowing are contained within the policy. .

## **8      Human Resources Implications**

- 8.1      None.

## **9      Recommendations**

- 9.1      That the amended Whistleblowing Policy be approved.

## **10     Decision Information**

<b>Is the decision a Key Decision?</b> A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds: <i>BDC:      Revenue - £75,000      <input type="checkbox"/></i> <i>             Capital - £150,000      <input type="checkbox"/></i> <i>   <input type="checkbox"/></i>	No
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NEDDC: Revenue - £100,000 Capital - £250,000 <input type="checkbox"/> <input checked="" type="checkbox"/> Please indicate which threshold applies	
<b>Is the decision subject to Call-In?</b> (Only Key Decisions are subject to Call-In)	No
<b>District Wards Affected</b>	None directly
<b>Links to Corporate Plan priorities or Policy Framework</b>	All

## 11 Document Information

Appendix No	Title	
1	Whistleblowing Policy	
Report Author		Contact Number
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AGIN 4(d) (STANDS 0503) Whistleblowing Policy