

BOLSOVER DISTRICT COUNCIL

Meeting of the Standards Committee on 10th November 2025

Whistleblowing Policy

Report of the Director of Governance and Legal Services & Monitoring Officer

Classification	This report is Public
Contact Officer	Director of Governance and Legal Services & Monitoring Officer

PURPOSE/SUMMARY OF REPORT

To provide an annual update to Members on use of the Council's Whistleblowing Policy.

REPORT DETAILS

1. Background

- 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 The Council is committed to updating policies on a regular basis to ensure that they are fit for purpose. The last review of the Whistleblowing Policy took place in January 2025.

2. Details of Proposal or Information

- 2.1 The Whistleblowing Policy shown in the Appendix has been reviewed in the preparation of writing this report and a minor amendment is proposed.
- 2.2 In accordance with the Whistleblowing Policy, the Monitoring Officer has overall responsibility for the maintenance and operation of the Policy and will maintain a record of concerns raised and the outcomes. The Monitoring Officer is also required to report as necessary to the Council on instances of Whistleblowing.

There have been instances of whistleblowing and these will be reported to the next meeting of Standards Committee.

3. Reasons for Recommendation

- 3.1 The Whistleblowing Policy has been reviewed to ensure that it remains fit for purpose, and it is concluded that the existing version is satisfactory.

4 Alternative Options and Reasons for Rejection

- 4.1 There are no alternative options.

RECOMMENDATION(S)

1. That the Committee agree the current Whistleblowing Policy is fit for purpose.

IMPLICATIONS:

<u>Finance and Risk</u> Yes ☐ No ☒		
Details:		
On behalf of the Section 151 Officer		
<u>Legal (including Data Protection)</u> Yes ☒ No ☐		
Details:		
The legal implications in relation to whistleblowing are contained within the policy and no further implications arise from this report.		
On behalf of the Solicitor to the Council		
<u>Staffing</u> Yes ☐ No ☒		
Details:		
On behalf of the Head of Paid Service		
<u>Equality and Diversity, and Consultation</u> Yes ☐ No ☒		
Details:		
<u>Environment</u> Yes ☐ No ☒		
Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment		
Details:		

DECISION INFORMATION:

☒ Please indicate which threshold applies: Is the decision a Key Decision? A Key Decision is an Executive decision which has a significant impact on two or more wards in the District or which results in income or expenditure to the Council above the following thresholds: Revenue (a) Results in the Council making Revenue Savings of £75,000 or more or (b) Results in the Council incurring Revenue Expenditure of £75,000 or more. Capital (a) Results in the Council making Capital Income of £150,000 or more or (b) Results in the Council incurring Capital Expenditure of £150,000 or more. District Wards Significantly Affected: <i>(to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District)</i> Please state below which wards are affected or tick All if all wards are affected:	Yes ☐ No ☒ (a) ☐ (b) ☒ (a) ☐ (b) ☒ All ☐
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If Yes, is the call-in period to be waived in respect of the decision(s) proposed within this report? <i>(decisions may only be classified as exempt from call-in with the agreement of the Monitoring Officer)</i> Consultation carried out: <i>(this is any consultation carried out prior to the report being presented for approval)</i> Leader ☐ Deputy Leader ☐ Executive ☐ SLT ☐ Relevant Service Manager ☐ Members ☐ Public ☐ Other ☐	Yes ☐ No ☐ Yes ☐ No ☒
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Links to Council Ambition: Customers, Economy, Environment, Housing

DOCUMENT INFORMATION:

Appendix No	Title
1	Whistleblowing Policy

Background Papers

(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive, you must provide copies of the background papers).

DECEMBER 2024