

The following Directors are appointed as Whistleblowing Champions.



Carolyn Wilkins – Chief Executive

Tel. 01706 252428 or email:
askcarolyn@rossendalebc.gov.uk



Helen Lockwood – Deputy Chief Executive

Tel. 01706 252428



Linda Fisher – Executive Director of Regulatory Services

Tel. 01706 252447



George Graham – Executive Director of Corporate Resources

Tel. 01706 252430

Alternatively you can contact your Line Manager or Internal Audit on:

Andrew Fox – Principal Auditor – Tel. 01772 534920



DON'T STICK YOUR HEAD IN THE SAND

If you suspect fraud or corruption within Rossendale Borough Council we have a Whistleblowing policy to help you take your head out of the sand.

We are all affected if we don't report fraud or corruption

- Honest staff are demoralised
- Bullies and incompetent people become stronger and get away with it
- Confidence in the Service we deliver is undermined

The Council supports whistleblowers and we have a Whistleblowing policy. This covers malpractice by employees, contractors, the public or Members of the Council.

This policy allows all staff to disclose allegations of malpractice internally, without fear of recrimination and its all confidential.

The aim of the Policy is to enable employees to **SPEAK UP** and report allegations of misconduct or malpractice internally, without fear of recrimination. Employees are often the first to realise that there may be something seriously wrong.

YOU SHOULD REPORT ACTIVITIES THAT:

- Are unlawful
- Are against the Council's rules of Procedure, financial regulations or other policies
- Do not meet established standards or working practices
- Amount to improper conduct.

The Policy is primarily for concerns where the interests of others or of the organisation itself are at risk. **If in doubt – raise it!**

YOUR CONFIDENCE

If you raise a genuine concern under the Policy, you will not be at risk of losing your job or suffering any form of retribution or harassment as a result. Providing you are acting in good faith, it does not matter if you are mistaken.

However you may raise a concern in confidence and we will protect your identity.

HOW WE WILL HANDLE THE MATTER

Where appropriate the matters raised may:-

- Be investigated by management, internal audit or through other appropriate procedures.
- Be referred to the Police.
- Be referred to the external auditor.
- Form the subject matter of an independent inquiry.
- In the case of an elected member be referred to the Standards Board.

The Council will take steps to minimise any difficulties, which you may experience as a result of raising a concern and subject to legal constraints, we will inform you of the outcome of any investigation.