

**Subject:** Whistleblowing Policy

**Status:** For Publication

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**Report to:** Cabinet

**Date:** 6<sup>th</sup> January 2010

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**Report of:** Director of Business

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**Portfolio**

**Holder:** Finance and Resources

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**Key Decision:** No

Forward Plan  General Exception  Special Urgency

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**1. PURPOSE OF REPORT**

1.1 To approve the Council's updated Whistleblowing Policy which is attached as Appendix A.

**2. CORPORATE PRIORITIES**

2.1 The matters discussed in this report impact directly on the following corporate priorities:-

- Delivering quality Services to our customers
- Encouraging healthy and respectful communities
- Promoting the Borough
- Providing value for money services

**3. RISK ASSESSMENT IMPLICATIONS**

3.1 All the issues raised and the recommendation(s) in this report involve risk considerations as set out below:

If the policy is not highlighted and followed:

- Possible fraud and corruption.
- Service delivery undermined.
- Malpractice/Maladministration.
- Possible ultra vires decisions.

**4. BACKGROUND AND OPTIONS**

- 4.1 The Whistleblowing Policy is for use both internally by Council staff and by our partners and contractors.
- 4.2 To date, Legal Services are not aware of any reports or investigations under the Whistleblowing Policy.
- 4.3 The policy has just been updated and is backed up with a leaflet called “Blow the Whistle” which is attached as Appendix B.
- 4.4 All new members of staff are made aware of this and other policies as part of their induction and are handed hard copies for their personal files. The Blow the Whistle leaflet forms part of the literature and staff are encouraged to use the policy if the need arises.
- 4.5 The policy is further promoted on an annual basis via Team Meetings, Core Brief and Grapevine and continually through the display of the above leaflet in offices throughout the Council.
- 4.6 Our partners and contractors are also subject to the policy and this is specifically highlighted within our terms and conditions as a Corporate Requirement.
- 4.7 The policy will be subject to review as necessary.

**COMMENTS FROM STATUTORY OFFICERS:**

**5. SECTION 151 OFFICER**

- 5.1 There are no further comments to add.

**6. MONITORING OFFICER**

- 6.1 Included within the report

**7. HEAD OF PEOPLE AND POLICY (ON BEHALF OF THE HEAD OF PAID SERVICE)**

- 7.1 No HR implications.

**8. CONCLUSION**

- 8.1 The Council wants a culture of accountability and openness and to maintain high standards. The introduction of this policy will help to achieve this aim.

**9. RECOMMENDATION(S)**

- 9.1 That Cabinet approves the Council’s Whistleblowing Policy.
- 9.2 That all future minor amendments to the policy be delegated to the Director of Business in consultation with the Portfolio Holder.

**10. CONSULTATION CARRIED OUT**

10.1 Consultation has been carried out within the Legal, Executive and People and Policy service areas. An update on the use of the Policy has also recently been provided to the Standards Committee, where the Policy is regularly reviewed.

**11. COMMUNITY IMPACT ASSESSMENT**

Is a Community Impact Assessment required Yes

Is a Community Impact Assessment attached Yes

**12. BIODIVERSITY IMPACT ASSESSMENT**

Is a Biodiversity Impact Assessment required No

Is a Biodiversity Impact Assessment attached No

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Background Papers	
Document	Place of Inspection
"Blow the Whistle" Leaflet	Internet and Futures Park