



WHISTLEBLOWING POLICY (Summary)

As an employee of an organisation contracted to the Council, you may sometimes realise there may be something seriously wrong within the Council. As the Council is committed to the highest standards of openness, probity and accountability, it encourages all its employees, Councillors and employees of firms contracted to the Council who have serious concerns about any aspect of the Council's work to come forward and voice those concerns.

The Whistleblowing Policy provides the means of raising a concern as a result of the Public Interest Disclosure Act 1998. The Whistleblowing Policy is an addition to your statutory rights under Act. The main aims of the Policy are:-

- to provide avenues to raise concerns and receive feedback on any action taken;
- to allow you to take a matter further if you are not satisfied with the Council's response;
- to give reassurance of protection from reprisals or victimisation for whistleblowing in good faith.

If you have any concerns that you would like to bring forward that cannot be resolved through normal contractual channels you may contact any one of the persons listed below. Concerns are best raised in writing. The sort of information required is the background and history, names, dates, places and where possible, the reason why you are particularly concerned.

For further information or to obtain a copy of the Whistleblowing Policy contact the Head of Legal Services on 01322 343634.

Contacts

Whistleblowers may raise their concerns through the following channels;

- (a) Managing Director of the Council or;
- (b) Executive Director of the Council or;
- (c) Internal Audit of the Council or;
- (d) Senior Management of the Council or;
- (e) Special units within the Council such as the Anti-Fraud Team or;
- (f) Through the Whistleblower's line management (although this will depend on the seriousness and sensitivity involved and who is suspected of the malpractice) or;
- (g) With an independent person or organisation which may from time to time be designated by the Council;
- (h) The local Councillor/Ward Member.