

Adopted - 22 October 2020  
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**WHISTLEBLOWING POLICY**  
**FOR**  
**STROUD DISTRICT COUNCIL**

## CONTENTS

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### CLAUSE

1. About this policy.....	14.2
2. Personnel responsible for the policy .....	14.2
3. What is whistleblowing? .....	14.4
4. Raising a whistleblowing concern .....	14.5
5. Confidentiality .....	14.5
6. Investigation and outcome .....	14.6
7. If you are not satisfied.....	14.7
8. External disclosures.....	14.7
9. Protection and support for whistleblowers.....	14.7
10. Contacts .....	14.8

## **1. ABOUT THIS POLICY**

- 1.1 We are committed to conducting our business with honesty and integrity, and we expect all staff to maintain high standards in accordance with Stroud District Council's Officer Code of Conduct. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring and to address them when they do occur.
- 1.2 The aims of this policy are:
- a) To encourage staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.
  - b) To provide staff with guidance on how to raise those concerns.
  - c) To reassure staff that they should be able to raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.
- 1.3 This policy covers all employees, officers, apprentices, consultants, contractors, volunteers, interns, casual workers and agency workers.
- 1.4 This policy takes account of the Whistleblowing Arrangements Code of Practice issued by the British Standards Institute and Protect (formerly Public Concern at Work).
- 1.5 This policy maybe amended at any time.

## **2. PERSONNEL RESPONSIBLE FOR THE POLICY**

- 2.1 The Monitoring Officer has day-to-day operational and overall responsibility for this policy, and for reviewing the effectiveness of actions taken in response to concerns raised under this policy.
- 2.2 The Monitoring Officer must ensure that all managers and other staff who may deal with concerns or investigations under this policy receive regular and appropriate training.
- 2.3 The Monitoring Officer, in conjunction with The Audit and Standards Committee should where appropriate review this policy from a legal and operational perspective at least once a year.

2.4 All staff are responsible for the success of the operation of this policy and should ensure that they use it to disclose any suspected danger or wrongdoing. Staff are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to the Monitoring Officer.

### 3. **WHAT IS WHISTLEBLOWING?**

3.1 Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work. This may include:

- a) Criminal activity;
- b) Failure to comply with any legal or professional obligation or regulatory requirements;
- c) Miscarriages of justice;
- d) Danger to health and safety;
- e) Damage to the environment;
- f) Bribery;
- g) Financial fraud or mismanagement;
- h) Negligence;
- i) Breach of our internal policies and procedures including our Code of Conduct;
- j) Conduct likely to damage our reputation;
- k) Unauthorised disclosure of confidential information;
- l) The deliberate concealment of any of the above.

3.2 A whistleblower is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a whistleblowing concern) you should report it under this policy.

3.3 This policy should not be used for complaints relating to your own personal circumstances, such as the way you have been treated at work. In those cases you should use the Grievance Procedure or the Bullying and Harassment Policy as appropriate.

3.4 If you are uncertain whether something is within the scope of this policy you should seek advice from the Monitoring Officer or the Human Resources Manager, whose contact details are at the end of this policy.

#### **4. RAISING A WHISTLEBLOWING CONCERN**

- 4.1 We hope that in many cases you will be able to raise any concerns with your line manager. You may tell them in person or put the matter in writing if you prefer. They may be able to agree a way of resolving your concern quickly and effectively. It is expected that managers will consult with the Monitoring Officer.
- 4.2 However, if you feel that your line manager has not addressed your concern, or you prefer not to raise it with them for any reason, you should contact one of the following:
- a) The Monitoring Officer;
  - b) The Human Resources Manager;
  - c) Head of Service;
  - d) Strategic Director
  - e) Chief Internal Auditor.

Contact details are set out at the end of this policy. If you do not know who the relevant Head of Service or Strategic Directors is for your role this can be obtained from the Human Resources Manager or the Monitoring Officer.

Alternatively, you may wish to use our 24 hour “whistleblowing” answerphone service on 01452 427052 which is managed by Internal Audit.

- 4.3 The Monitoring Officer or Human Resources Manager will arrange a meeting with you as soon as possible to discuss your concern. You may bring a work colleague or trade union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.
- 4.4 We will take down a written summary of your concern and provide you with a copy after the meeting. We will also aim to give you an indication of how we propose to deal with the matter.

#### **5. CONFIDENTIALITY**

- 5.1 We hope that staff will feel able to voice whistleblowing concerns openly under this policy. However, if you want to raise your concern confidentially, we will make every effort to keep your identity secret. If you ask us not to disclose your identity, we will not do so without your consent unless required by law. If it is necessary for anyone investigating your concern to know your identity, we will discuss this with you.

5.2 We do not encourage staff to make disclosures anonymously. Proper investigation may be more difficult or impossible if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible. Whistleblowers who are concerned about possible reprisals if their identity is revealed should come forward to the Monitoring Officer or one of the other contact points listed in paragraph 4.2 and appropriate measures can then be taken to preserve confidentiality. If you are in any doubt you can seek advice from Protect, the independent whistleblowing charity, who offer a confidential helpline. Their contact details are at the end of this policy.

## 6. INVESTIGATION AND OUTCOME

6.1 Once you have raised a concern, we will carry out an initial assessment to determine the scope of any investigation. We will inform you of the outcome of our assessment. You may be required to attend additional meetings in order to provide further information.

6.2 In some cases we may appoint an investigator or team of investigators including staff with relevant experience of investigations or specialist knowledge of the subject matter. The investigator(s) may make recommendations for change to enable us to minimise the risk of future wrongdoing.

6.3 We will aim to keep you informed of the progress of the investigation and its likely timescale. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.

6.4 If we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower will be subject to disciplinary action.

6.5 The Monitoring Officer will keep a record of reported whistleblowing concerns (whistleblowing record) under their obligations in paragraph 2.1. All line managers, persons listed in paragraph 4.2 and investigator(s) are responsible for updating the Monitoring Officer with the necessary details for maintaining the whistleblowing record.

## **7. IF YOU ARE NOT SATISFIED**

- 7.1 While we cannot always guarantee the outcome you are seeking, we will try to deal with your concern fairly and in an appropriate way. By using this policy you can help us to achieve this.
- 7.2 If you are not happy with the way in which your concern has been handled, you can raise it with one of the other key contacts in paragraph 4.2. Alternatively you may contact our external auditors (who may liaise with officers of the Council). Contact details are set out at the end of this policy.

## **8. EXTERNAL DISCLOSURES**

- 8.1 The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.
- 8.2 The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. It will very rarely if ever be appropriate to alert the media. We strongly encourage you to seek advice before reporting a concern to anyone external. The independent whistleblowing charity, Protect, operates a confidential helpline. They also have a list of prescribed regulators for reporting certain types of concern. Their contact details are at the end of this policy.
- 8.3 Whistleblowing concerns usually relate to the conduct of our staff, but they may sometimes relate to the actions of a third party, such as a customer, supplier or service provider. In some circumstances the law will protect you if you raise the matter with the third party directly. However, we encourage you to report such concerns internally first. You should contact your line manager or one of the other individuals set out in paragraph 4.2 for guidance.

## **9. PROTECTION AND SUPPORT FOR WHISTLEBLOWERS**

- 9.1 It is understandable that whistleblowers are sometimes worried about possible repercussions. We aim to encourage openness and will support staff that raise genuine concerns under this policy, even if they turn out to be mistaken.
- 9.2 Whistleblowers must not suffer any detrimental treatment as a result of raising a concern. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Monitoring Officer immediately. If the matter is not remedied you should raise it formally using our Grievance Procedure.

9.3 You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action.

## 10. CONTACTS

Role	Officer Name/Co.	Tel. No.	E-mail Address
Monitoring Officer	Patrick Arran	01453 754369	<a href="mailto:Patrick.Arran@stroud.gov.uk">Patrick.Arran@stroud.gov.uk</a>
Strategic Director of Resources (S151 Officer)	Andrew Cummings	01453 754115	<a href="mailto:Andrew.Cummings@stroud.gov.uk">Andrew.Cummings@stroud.gov.uk</a>
Human Resources Manager	Lucy Powell	01453 754286	<a href="mailto:lucy.powell@stroud.gov.uk">lucy.powell@stroud.gov.uk</a>
External Auditors	Deloitte LLP (UK)	029 20460000	<a href="http://www.deloitte.co.uk">www.deloitte.co.uk</a>
SDC's Chief Internal Auditor	Theresa Mortimer	01453 754111 01452 328883	<a href="mailto:theresa.mortimer@stroud.gov.uk">theresa.mortimer@stroud.gov.uk</a> <a href="mailto:theresa.mortimier@gloucestershire.gov.uk">theresa.mortimier@gloucestershire.gov.uk</a>
Protect	(Independent whistleblowing charity)	Helpline: (020) 3117 2520	E-mail: <a href="mailto:whistle@protect-advice.org.uk">whistle@protect-advice.org.uk</a> Website: <a href="https://protect-advice.org.uk/">https://protect-advice.org.uk/</a>
24 hour confidential whistle blowing answerphone service		01452 427052	