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<b>Date</b>	22 <sup>nd</sup> September 2016

<b>Ward(s) affected</b>	The report covers the whole District
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<b>Subject</b>	<b>WHISTLE BLOWING POLICY</b>
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#### **RECOMMENDATIONS**

The Audit Committee is asked to

Consider the revised and updated Whistleblowing Policy and recommend it to Executive for approval

1. The Council's updated Whistleblowing Policy was presented to the Audit Committee in November 2015 and June 2016. It had been previously approved in 2011.
2. It was agreed at the June 2016 meeting that further amendments were required to clarify the status of the policy as intended primarily for "employees" (in its widest sense) of the Council and not for members of the public, whose concerns would be captured under the general Complaints Policy.
3. The requested changes have been made and the policy is presented to the Audit Committee for approval and to be recommended to the Executive.
4. The policy is intended to encourage and enable employees to raise serious concerns within the Council under the protection of the Public Interest Disclosure Act.
5. As well as the previous versions at Audit Committee, the policy has been scrutinised and consulted on at the "Staffside" Forum (staff consultative forum) on 10<sup>th</sup> February 2016, the Member & Officer Forum on 5<sup>th</sup> July

2016 and a general consultation open to all staff between 22<sup>nd</sup> June and 21<sup>st</sup> July 2016.

6. The two appendices to this report show the policy in “tracked change” format in Appendix A, showing the changes since the last Audit Committee, and in a clean, fully revised version in Appendix B.

## **CORPORATE IMPLICATIONS**

**Monitoring Officer commentary** – legal implications taken into account

**S151 Officer commentary** - The S151 Officer confirms that all financial implications have been taken into account.

**Risk** – the counter fraud activity is targeted at reducing the risk of fraud and corruption and protecting the Council’s assets.

**Equalities Implications** – there are no equalities implications arising as a direct consequence of the report.

**Employment Issues** – The Council’s Human Resources Team has been fully involved in the staffing issues described in the report.

**Sustainability Issues** - None within the report.