

## STRATEGY / POLICY FRONT COVER



**Name of Strategy / Policy:** Whistleblowing Policy

**Date last updated:** January 2016

**Links to Council Priorities:**

Priority	Linked
Public Health & Wellbeing	Yes
Environment	Yes
Transforming Our Community	Yes
Efficient & Effective Customer Focused Services	Yes

**Links to Other Strategies and Policies**

*Anti Fraud & Corruption Policy, Money Laundering Policy*

**Action Plan in this document?**

No

### **Officer Monitoring**

**Name of officer responsible for co-ordinating and progressing the action plan:**

### **Member Monitoring**

Delegated to Executive Management Team

**Has it been subject to an Equality Impact Assessment? Yes**



# **WHISTLEBLOWING "CONFIDENTIAL REPORTING" POLICY AND PROCEDURE**

PRODUCED BY: HUMAN RESOURCES AND HEAD OF INTERNAL AUDIT

SUBJECT TO 3 YEARLY REVIEW

**APPROVED BY:**

- EXECUTIVE MANAGEMENT TEAM: JANUARY 2016

### **SCOPE OF POLICY**

- This Whistleblowing Policy applies to all employees, workers and contractors working for the Council, for example agency workers, builders, drivers etc. to enable them to raise serious concerns.
- This Whistleblowing Policy cannot be used by employees who have a grievance regarding their own employment, who should use the Grievance processes, or by members of the public, who should use the Council's Complaints processes.

### **DELEGATION**

- All managers are authorised to discuss and act upon employees concerns about what is happening at work without using the formal process of the Whistleblowing Policy.
- The Strategic Directors, Head of Resources, Head of Internal Audit and the Human Resources Manager are authorised to act upon serious concerns raised under the Whistleblowing Policy, in accordance with the Whistleblowing Policy and Procedure.
- All concerns raised under this Whistleblowing Policy will be notified to **the Human Resources Manager**.
- All concerns raised under this Whistleblowing Policy regarding financial issues will also be notified to the Head of Internal Audit.

### **AMENDMENT**

- February 2008
- July 2009
- May 2011
- June 2013
- September 2015
- January 2016

# WHISTLEBLOWING POLICY

## INTRODUCTION

Employees, workers or contractors at one time or another may have concerns about what is happening in their work place at Castle Point Borough Council ("the Council"). Usually these concerns are easily resolved by speaking to their manager without using a formal process. The Council has introduced this Whistleblowing Policy and Procedure to enable employees, workers or contractors to raise more serious concerns.

This Whistleblowing Policy cannot be used by employees who have a grievance regarding their own employment, who should use the Grievance processes, or by members of the public, who should use the Council's Complaints processes.

The Council is committed to the highest standards of openness, probity and accountability. In line with that commitment we encourage employees, workers and contractors with serious concerns about any aspect of the Council's work to come forward and voice their concerns. The Council would rather they raised the matter when it is just a concern rather than wait for proof. It is recognised that certain cases will have to proceed on a confidential basis. This Whistleblowing Policy makes it clear that such concerns can be raised without fear of reprisals.

This Whistleblowing Policy is not intended for initial reporting of minor lapses of standards, inaction or incidents. If, however, employees, workers or contractors have something more serious that is troubling them which they have discussed with their manager but feel that they have not been taken seriously, or due to the sensitivity of the matter feel they cannot raise their concerns within their service, then they should use this Whistleblowing Policy.

## LEGISLATIVE BACKGROUND

The Public Interest Disclosure Act 1998 protects workers making disclosures about certain matters of concern, where those disclosures are made in accordance with the Act's provisions.

The 1998 Act is incorporated into the Employment Rights Act 1996, which also protects employees who take action over, or raise concerns about health and safety at work.

On 25 June 2013, ss.17 to 20 of the Enterprise and Regulatory Reform Act 2013 amended the relevant provisions of the Employment Rights Act 1996 to provide that:

- a disclosure will not be protected unless it is, in the reasonable belief of the worker making the disclosure, "in the public interest";
- a disclosure no longer has to be made "in good faith" to be protected, but an employment tribunal may reduce a worker's compensation by up to 25% if it appears to the tribunal that a protected disclosure was not made in good faith;
- a worker has the right not to be subjected to a detriment by any act or deliberate omission by another worker employed by his or her employer on the ground that he or she has made a protected disclosure; and

## WHISTLEBLOWING POLICY

- a worker has the right not to be subjected to a detriment by any act or deliberate omission by an agent of his or her employer acting with the employer's authority.

An employer will be vicariously liable for any such acts or omissions committed by another worker or an agent. An employment tribunal will also be able to hold the other worker or agent liable. The employer will have a defence in tribunal proceedings if it can show that it took "all reasonable steps" to prevent the other worker from committing the act or omission, or any act or omission of that description.

A public interest disclosure is a disclosure by a worker concerning a wrongdoing on the part of his or her employer. Protected disclosures include information about: an alleged criminal offence; a failure to comply with a legal obligation; a miscarriage of justice; a breach of health and safety such that an individual has been, is, or is likely to be endangered; damage to the environment; or information that one of the above has been or is likely to be deliberately concealed.

A disclosure is not protected unless the employee reasonably believes that the disclosure is made in the public interest.

### DEFINITION

Any serious concerns that employees, workers or contractors have about any aspect of service provision or the conduct of Officers or Members of the Council or others acting on behalf of the Council can be reported under the Whistleblowing Policy. These may include:-

- a criminal offence
- fraud & corruption, including bribery
- failure to comply with legislation
- failure to comply with good practice, especially where this endangers children and/or vulnerable adults
- disclosure relating to miscarriage of justice
- health and safety risks, including risks to the public as well as other employees
- damage or danger to the environment
- sexual, physical, emotional or psychological abuse of clients
- failure to comply with the Employees or Members Code of Conduct
- theft of Council property and assets
- failure to comply with the Council's rules on gifts and hospitality
- serious mismanagement or failure to manage

## WHISTLEBLOWING POLICY

- continuing inappropriate conduct or behaviour or performance by any employee which has been reported to a relevant manager, especially harassment or bullying or discriminatory behaviour. This may include, but not be confined to, actions considered to be based upon the race, gender, disability, age, religion/belief or sexual orientation of the victim
- a cover up of, or failure to report, any of the above.

### COMMITMENT OF THE COUNCIL

The Council is committed to considering the concerns of employees, workers or contractors and will take actions as appropriate in line with the Whistleblowing Procedure attached to this policy.

### SAFEGUARDS

#### ***Harassment or victimisation***

The Council recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from those responsible for the malpractice. The Council will not tolerate harassment or victimisation and will take action to protect employees, workers or contractors when they raise a concern in good faith.

The Council will treat any harassment or victimisation as a serious disciplinary offence to be dealt with under the Disciplinary and Appeals Procedure.

This does not mean that if employees are already the subject of disciplinary, redundancy or other Procedures that those Procedures will be halted as a result of their whistleblowing.

#### ***Confidentiality***

The Council recognises that employees, workers or contractors may nonetheless want to raise a concern in confidence under this Whistleblowing Policy. If an employee, worker or contractor asks the Council to protect their identity, the Council will do its best not to disclose it without their consent. If the situation arises where the Council is not able to resolve the concern without revealing the employee, worker or contractors identity (for instance because their evidence is needed in court), we will discuss with them whether and how we can proceed.

#### ***Anonymous allegations***

This Whistleblowing Policy encourages employees, workers or contractors to put their name to their allegation. Concerns raised anonymously are much less powerful but they will be considered at the discretion of the Council.

In exercising the discretion the factors to be taken into account would include:

- The seriousness of the issues raised;
- The credibility of the concern; and
- The likelihood of confirming the allegation.

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### ***Untrue allegations***

If an employee makes an allegation in good faith but it is not confirmed by the investigation no action will be taken against them. If however, an employee makes a malicious or vexatious allegation, disciplinary action may be taken against them.

### **REPORTING ARRANGEMENTS AND RECORD KEEPING**

The Human Resources Manager maintains a record of concerns raised under the Whistleblowing Policy and Procedure and of the outcomes (in a form that does not endanger employee, worker or contractor confidentiality) on behalf of the Council, and will report if necessary to the Chief Executive.

The delegated officers will consult with such other Council officers as they considers necessary and may arrange for any investigation to be conducted and dealt with in such manner as they decide.

The effective operation of the policy & procedure will be reviewed as part of the annual review of governance arrangements.

## WHISTLEBLOWING PROCEDURE

### HOW TO RAISE A CONCERN

Employees who raise concerns that fall within the scope of other Council Procedures will not be dealt with under this Whistleblowing Procedure, but will be advised on the appropriate procedure to use. Such employees will still receive protection as detailed in the Whistleblowing Policy.

Employees, workers or contractors should normally raise concerns with their immediate manager, without needing to use the Whistleblowing Policy. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice.

Where a concern is serious or where it is a concern about the line manager, or having made a report they believe that their manager has failed to take appropriate action, the employee, worker or contractor should contact:

- **Human Resources Manager on 01268 882445** or via **[whistleblower@castlepoint.gov.uk](mailto:whistleblower@castlepoint.gov.uk)**

Concerns should be raised in writing, clearly marked “**Whistleblowing, Human Resources Manager**” and placed in an envelope marked “**Personal and Confidential**”. The background and history of the concern (giving names, dates, and place where possible), and the reasons for the concern should be set out.

The earlier employees, workers or contractors express a concern, the easier it is to take action. Employees may invite a trade union representative or work colleague to raise a matter on their behalf.

All concerns raised under this Whistleblowing Policy regarding financial issues will also be notified to the Head of Internal Audit.

### HOW THE COUNCIL WILL RESPOND

Once an employee, worker or contractor has raised their concern under the Whistleblowing Policy with the Human Resources Manager initial enquiries will be made to decide if an investigation is appropriate and if so what form the investigation should take.

The employee, worker or contractor will be advised of the following:-

- who is considering the issue;
- how that person can be contacted;
- whether their further assistance may be needed.

The senior officer responsible for considering the issue will write to the employee, worker or contractor summarising their concern and setting out how the Council proposes to handle it, if requested to do so. The employee, worker or contractor will also be requested to state any personal interest they may have in the matter.

The overriding principle which the Council will have in mind is the public interest. Concerns or allegations which fall within the scope of specific procedures (for example, discrimination issues) will normally be referred for consideration under those procedures. The action taken by the Council will depend on the nature of the concern and may:

## WHISTLEBLOWING PROCEDURE

- be resolved by agreed action without the need for investigation;
- be investigated internally;
- be referred to the police;
- be referred to the external auditor;
- form the subject of an independent inquiry.

The amount of contact between the employee, worker or contractor and the officers investigating the concerns will depend on the concerns raised, but the Council may need to seek further information from the employee, worker or contractor. Any meetings may be arranged on or off site and an employee may be accompanied by a friend, union or professional body representative.

While the purpose of this Whistleblowing Policy is to enable the Council to investigate possible malpractice and take appropriate steps to deal with it, they will provide as much feedback to the employee, worker or contractor as they properly can. If requested, confirmation of the response may be provided in writing. It may not, however, be possible to advise the precise action that will be taken where this would infringe a duty of confidence owed by the Council to someone else.

### HOW A CONCERN CAN BE TAKEN FURTHER

The Whistleblowing Policy is intended to provide employees, workers or contractors with the reassurance they may need to raise concerns internally and that they will be satisfied with any action taken.

However, if they are not, and feel that it is appropriate to take the matter outside the Council or if they feel unable to raise their concerns internally, the Council would rather they raised the matter with an appropriate regulator than not at all. The following are possible contact points:

- Local Council Member.
- The designated independent organisation (independent charity “Public Concern at Work” which provides a confidential helpline on 020 7404 6609).
- The employee's trade union.
- Local Citizens Advice Bureau.
- The Police.
- Relevant professional bodies, regulatory or other organisations.

**If employees, workers or contractors take their concerns outside the Council they should take care not to disclose any confidential information.**