

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

27 MARCH 2018

REPORT OF THE MONITORING OFFICER

WHISTLEBLOWING POLICY

1. Purpose of Report

- 1.1 The purpose of the report is to seek Cabinet approval of the updated Whistleblowing Policy.

2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 The Whistleblowing Policy directly contributes to maintaining the probity of the Authority and its ability to process the Corporate Plan and all Corporate Priorities.

3. Background

- 3.1 Members are aware that the Council has a Whistleblowing Policy, which is designed to encourage and reassure employees who genuinely and reasonably believe that there are concerns which they should disclose by enabling them to do so within a framework which ensures they are protected from reprisals or victimisation.

- 3.2 An audit review of the Whistleblowing Policy was undertaken in 2014 as part of the 2013/14 annual Internal Audit Plan. During the audit a number of strengths and areas of good practice were identified as follows:

- Management are considering improvements on how the Whistle Blowing Policy can be disseminated to staff at induction and through the use of ICT software.
- The policy was found to be compliant with existing legislation.
- The policy allows whistle blowers the option to raise concerns internally in confidence.

4. Current situation / proposal

- 4.1 The Whistleblowing Policy has now been reviewed and a copy of the amended Whistleblowing Policy is attached at **Appendix 1**. The updated Policy was reported to the Standards Committee on 8th March 2018 as monitoring and operation of the Whistleblowing Policy is one of the functions delegated to the Standards Committee.

- 4.2 The Whistleblowing Policy will be published on the Council's intranet and website. Additionally, it is proposed to announce the Policy by means of a Bridgend's message and invite all officers with concerns and questions, or wishing to discuss the operation of the Policy, to contact the Monitoring Officer. It is considered that

this approach will enable officers to receive training in an effective, targeted and specific manner.

5. Effect upon Policy Framework & Procedure Rules

5.1 The Policy contributes to the maintenance of probity in the Authority.

6. Equality Impact Assessment

6.1 None.

7. Financial Implications

7.1 None.

8. Recommendation

8.1 Cabinet is recommended to approve the updated Policy attached as **Appendix 1**.

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Background Documents

None