

## Raising Concerns at Work

It is important that you tell us about any issues and concerns that you have at work. This allows us to deal with them promptly and thoroughly. If something doesn't feel right, trust your instincts and speak up. The information below details different ways that you can do this.

I've been bullied, harassed or discriminated against by a colleague, elected member or a contractor or I'm concerned that another employee is experiencing this behaviour.

You should address this via the [Respect@Work policy](#). You can speak to a Respect@Work contact for guidance

I have a concern or grievance about a work-related issue.

You should raise your concern using the [Resolving Workplace Concerns Policy](#).

I'm concerned about wrongdoing. e.g. criminal offences, failure to comply with legislation, environmental damage, miscarriages of justice, endangering of someone's health and safety.

You should raise your concerns via the Whistleblowing procedure. Details are given in the [Whistleblowing policy](#).

I am concerned about violence or aggression at work e.g. I am working in high-risk situations or I have experienced violence and/or aggression at work.

The Violence and Aggression guidance gives information on preventing violence and aggression and what you need to do if this occurs. (link to be added)

I'm concerned about the safety or wellbeing of a child or an adult.

You should raise your safeguarding concern on the Council's website and through the Safeguarding Service – see [Safeguarding children and child protection](#) and [Report abuse of an adult at risk](#) for information about how to do this.

I'm concerned that fraud, theft or financial impropriety or money laundering is taking place.

You should raise your concern using the [Anti-Fraud and Corruption Policy](#), the [Anti-Money Laundering Policy](#) or contact Internal Audit

I'm concerned about the behaviour of an elected member.

You should report breaches of the member code of conduct. This guidance tells you how to do this [Dealing with allegations of breaches of the Members' Code of Conduct](#). You can also contact our Monitoring Officer.

I'm concerned about the safety or wellbeing of an employee or service user

Guidance is given on the [Health and Safety pages of Camweb](#). You can also contact the Health and Safety Team directly.