

Whistleblowing Policy

To: Audit & Accounts Committee

Date: 22nd July 2021

From: Neil Hunter, Head of Internal Audit and Risk Management

1. Purpose

- 1.1 To present the Draft Whistleblowing Policy for consideration and comment.

2. Background

- 2.1 Internal Audit has recently reviewed and amended the Council's Whistleblowing Policy, in collaboration with HR colleagues.
- 2.2 The objective of the review was to make the Whistleblowing Policy more accessible and easier to understand for potential whistleblowers.
- 2.3 The Draft Whistleblowing Policy is now more concise; provides clarity on the type of disclosures that are protected by law; specifies the type of concerns that can be raised under the Whistleblowing Policy; and contains clear signposting to other Council policies that may be used to raise specific concerns.
- 2.2 The Draft Whistleblowing Policy also makes clear the roles and responsibilities of Council services in relation to whistleblowing referrals, including which service will lead on specific types of disclosures, and responsibilities for recording and reporting on referrals.
- 2.4 The Draft Whistleblowing Policy was reviewed and approved by JMT on the 29th June. It was also presented to the Unions for consultation at the Corporate Joint Panel meeting on the 14th July. Union representatives did not challenge or raise any concerns relating to the policy.
- 2.5 The Annual Whistleblowing Report will come to Audit & Accounts Committee once the results of the annual whistleblowing survey are collated.

3.0 Decision

- 3.1 Audit & Accounts Committee is requested to approve the Draft Whistleblowing Policy.

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