

Audit Committee

24 March 2016



Title	Confidential Reporting Code (Whistleblowing Policy)		
Purpose of the report	To make a decision		
Report Author	Internal Audit Manager, Punita Talwar		
Cabinet Member	Councillor Howard Williams	Confidential	No
Corporate Priority	Value for money Council		
Cabinet Values	Accountability		
Recommendations	The Audit Committee is asked to note the Confidential Reporting Code (Whistleblowing Policy) and to recommend any amendments if necessary.		

1. Key issues

- 1.1 The Confidential Reporting Code forms part of the Council's Constitution and sets out how to raise serious concerns about any aspect of the Council's work. It also sets out legal protection against reprisals under the Public Interest Disclosure Act. The Code is attached as Appendix 1.
- 1.2 The Audit Committee is required to review the Code annually. There will be some technical changes as part of the review of the Constitution which will be reviewed by full Council in April 2016.
- 1.3 The Code details:
 - (a) The nature of concerns which may be reported.
 - (b) Other policies such as the Grievance Procedure which exist to deal with employment issues including bullying or harassment.
 - (c) Safeguards against harassment or victimisation as a result of raising a concern.
 - (d) Processes for raising and dealing with concerns including the various officers and organisations who could be contacted.
- 1.4 The Code is available to staff and Members on the intranet and it is included in the Council's Constitution. A leaflet (Appendix 2) has been placed on every notice board.
- 1.5 There are no proposals to amend the Confidential Reporting Code.

2. Options analysis and proposal

- 2.1 There are no options

3. Financial implications

3.1 Not applicable

4. Other considerations

4.1 None

5. Timetable for implementation

5.1 Not applicable

Background papers:

Appendices:

Appendix 1 – Confidential Reporting Code

Appendix 2 – Leaflet displayed on notice boards