

MIDDLESBROUGH COUNCIL	
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Report of:	Director of Legal and Governance
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Relevant Executive Member:	Executive Member for Finance and Governance
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Submitted to:	Audit Committee
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Date:	14 March 2024
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Title:	Whistleblowing Policy
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Report for:	Information
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Status:	Public
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Strategic priority:	All
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Key decision:	Not applicable
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Why:	Not applicable
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Subject to call in?:	Not applicable
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Why:	Not applicable
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Proposed decision(s)	
	That Audit Committee notes the updated Whistleblowing Policy and Procedure.

Executive summary	
	The Whistleblowing Policy forms part of the governance framework and is required to be updated on a regular basis. The revised policy has been developed based on the model policy supplied by Veritau and provides a route for concerns to be raised and sets out the process for dealing with these.

1. Purpose

1.1 This report provides a copy of the updated whistleblowing policy and procedure.

2. Recommendations

That the Audit Committee

- Notes the revised Whistleblowing Policy

3. Rationale for the recommended decision(s)

3.1 The existing whistleblowing Policy requires review every three years and this policy is a result of review.

4. Background and relevant information

4.1 The Whistleblowing Policy provides a framework for employees and contractors to raise concerns in a confidential manner about issues happening at the Council. For example, health and safety risks, criminal or unlawful activity, or activities that could damage the environment. It sets out how concerns can be raised and the protection that people working for the Council have if they raise an issue.

4.2 The policy has been reviewed in conjunction with Veritau and has been developed using their model policy.

4.3 Along with the updated policy a dedicated email address has been launched as a nother avenue for concerns to be raised.

5. Other potential alternative(s) and why these have not been recommended

Not applicable

6. Impact(s) of the recommended decision(s)

Financial (including procurement and Social Value)

6.1 Not applicable

Legal

6.2 The Public Interest Disclosure Act 1998 (PIDA) is the law that protects people against detrimental treatment or dismissal if they make a protected disclosure. It is part of the Employment Rights Act 1996. This policy is designed to reflect the legislation as well as guidance from the government and other organisations.

Risk

6.3 Not applicable – this is a review of an existing policy.

Human Rights, Public Sector Equality Duty and Community Cohesion

6.4 Not applicable

Climate Change / Environmental

6.5 Not applicable

Children and Young People Cared for by the Authority and Care Leavers

6.6 Not applicable

Data Protection

6.7 When managing whistleblowing reports, the Council processes personal data collected in accordance with its information governance policies. Data collected following receipt of a whistleblowing concern is held securely. It is only accessed or disclosed to individuals as necessary to manage, investigate, or take action in relation to the concern raised.

Actions to be taken to implement the recommended decision(s)

Not applicable

Appendices

1	Whistleblowing Policy and Procedure
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Background papers

None

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