

## **EX54. Whistleblowing Policy**

The Executive considered a report by the Director of Corporate and Housing Services presenting a whistleblowing policy for approval together with a related anti-fraud and corruption strategy.

Council had a confidential reporting policy in place which had enabled employees, and others, to raise any concerns they had about serious wrongdoing in the Council. The policy, which sat within the corporate governance arrangements alongside other policies, such as the anti-fraud and corruption strategy, was intended to prevent, detect and investigate fraud and corruption.

The confidential reporting policy had been updated and refreshed to take account of guidance which had been issued by the charity, Public Concern at Work and the Department for Business, Innovation and Skills. It dovetailed with the facility for Council staff to raise concerns relating to fraud or corruption. The refreshed document, which was now in a more plain English style, had been renamed in recognition that “whistleblowing” was a more generally understood term.

The aim of the policy is to encourage employees and others who have serious concerns about any aspect of the Council’s work to come forward and voice their concerns. The report also referred to the anti-fraud and corruption strategy, approved by the Audit Committee on 22<sup>nd</sup> September 2014 (ref AC17), and the corporate fraud team which had been established within the Internal Audit unit in February 2016.

Councillor C Martin, seconded by Councillor Nimmo, moved that:-

The Executive:

- (1) approves the whistleblowing policy attached as appendix 1 to the report; and
- (2) notes and endorses the anti-fraud and corruption strategy attached as appendix 2.

As an amendment, Councillor Coleman, seconded by Councillor Alexander, moved the terms of the motion and in addition that:

- (3) the policy be amended to include reference in part 4 thereof to the ‘Internal Audit Manager, as the whistleblowing champion’ as one of the persons with whom concerns should be raised.

Following discussion, Councillor Martin, as Convener and mover of the motion and Councillor Nimmo, as his seconder, altered the text of the motion accordingly.

## **Decision**

**The Executive agreed to:**

- (1) approve the whistleblowing policy subject to the inclusion of the Internal Audit Manager in the list provided at section 4 of the policy; and**
- (2) endorse the anti-fraud and corruption strategy.**