

Audit and Governance Committee



Date of meeting:	29 September 2022
Title of Report:	Updated Whistleblowing Policy
Lead Member:	Councillor Mark Shayer, Deputy Leader and Cabinet Member for Finance and Economy
Lead Strategic Director:	Brendan Arnold (Service Director for Finance)
Author:	Brenda Davis, Snr Assurance Manager
Contact Email:	brenda.davis@plymouth.gov.uk
Your Reference:	AUD/BD
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

The Whistleblowing Policy applies to all employees and Councillors of Plymouth City Council, including temporary and agency staff and is intended to encourage and enable individuals to raise serious concerns within the Council rather than overlooking a problem. It also aligns with the Modern Slavery Policy which says, "The Council will support its staff to blow the whistle on any suspected examples of modern slavery".

Section 1.1 now includes reference to Nolan's Seven Principles of Public Life.

Section 1.3 has been updated to make clear that should a concern relate to the actions of a Councillor, the matter should be reported to the Council's Monitoring Officer who deals with Councillor's conduct.

Section 2.2 of the Policy advises that if a concern relates to someone's own treatment as an employee, this is not within the scope of the Whistleblowing Policy and that those concerns should be raised under the Council's Grievance Resolution Policy. The wording has been expanded further to clarify that this also included harassment, discrimination or unfair treatment as a result of a protected characteristic.

The only textual changes are at 1.1, 1.3, 2.1 and 2.2 with insertions shown in red font.

Recommendations and Reasons

That the Audit and Governance Committee:

- Note the changes and approve the updated Whistleblowing Policy.

Alternative options considered and rejected

None. The Authority needs to maintain and promote the Whistleblowing Policy to comply with best practice and to ensure a high level of awareness of, and confidence in, the Council's whistleblowing arrangements.

Relevance to the Corporate Plan and/or the Plymouth Plan

The Whistleblowing Policy supports the Council's values through the promotion of good governance and can play an important role in deterring and detecting malpractice, maintaining public trust and, delivering the Council's ambitions to being democratic, responsible and fair.

Implications for the Medium Term Financial Plan and Resource Implications:

None

Carbon Footprint (Environmental) Implications:

None

Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:

** When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.*

None. The Whistleblowing Policy encourages individuals to raise serious concerns within the Council rather than overlooking a problem. This policy is intended to cover reasonably serious concerns that fall outside the scope of other procedures.

Appendices

**Add rows as required to box below*

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Whistleblowing Policy – Updated Aug '22							
B	EIA – Whistleblowing Policy 2022							

Background papers:

**Add rows as required to box below*

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

Sign off:

Fin	pl.22.2 3.204	Leg	EJ/3885 1/2.9.22 /7	Mon Off	Click here to enter text.	HR	Click here to enter text.	Assets	Click here to enter text.	Strat Proc	Click here to enter text.
Originating Senior Leadership Team member: Brendan Arnold (Service Director for Finance)											
Please confirm the Strategic Director(s) has agreed the report? Date agreed: 17/08/2022											
Cabinet Member approval: Cllr Mark Shayer, Deputy Leader & Cabinet Member for Finance and Economy											
Date approved: 06/09/2022											