

Audit and Governance Committee



Date of meeting:	10 March 2026
Title of Report:	Whistleblowing Policy Review - 2026
Lead Member:	Councillor Kate Taylor (Cabinet Member for Customer Services, Sport, Leisure and HR and OD)
Lead Strategic Director:	Liz Bryant, Service Director for Legal and Monitoring Officer
Author:	Liz Bryant, Service Director for Legal and Monitoring Officer
Contact Email:	Liz.bryant@plymouth.gov.uk
Your Reference:	Whistleblowing2026
Key Decision:	No
Confidentiality:	Part I - Official

Purpose of Report

To undertake the yearly review of the Council's Whistleblowing Policy which was last reviewed at Audit and Governance on 22 July 2025.

Recommendations and Reasons

The Committee is recommended to approve the current version of Whistleblowing Policy included as Appendix A.

Reason: To incorporate the minor amendment made as requested at the July 2025 Audit and Governance Committee

Alternative options considered and rejected

Not undertaking the review. This option was rejected as the Policy states it will be reviewed on an annual cycle. Not undertaking a refresh would also have ignored the updates requested by the Committee.

Relevance to the Corporate Plan and/or the Plymouth Plan

No direct impact from this policy however this policy will help us care about the impact of our decisions and actions.

Implications for the Medium Term Financial Plan and Resource Implications:

None directly arising from this report.

Financial Risks

None directly arising from this report.

Legal Implications

The development and regular review of the Whistleblowing Policy ensures compliance with whistleblowing protections under UK employment law and set out the Council’s duties regarding confidentiality, investigation, reporting, and protection from detriment. The policy also interacts with wider statutory duties such as equality, safeguarding, and records management. The maintenance of an updated Whistleblowing Policy protects the Council from liability and ensures the lawful handling of whistleblowing disclosures.

Carbon Footprint (Environmental) Implications:

No impacts directly arising from this report.

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.*

No impacts directly arising from this report.

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 12 of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Whistleblowing Policy							

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:

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Originating Senior Leadership Team member: David Northey

Please confirm the Strategic Director(s) has agreed the report? Yes

Date agreed: 02/03/2026

Cabinet Member approval: Councillor Kate Taylor approved via email

Date approved: 03/03/2026