

## PLYMOUTH CITY COUNCIL

**Subject:** Whistleblowing Policy  
**Committee:** Audit and Governance Committee  
**Date:** 10 December 2018  
**Cabinet Member:** Councillor Lowry  
**CMT Member:** Andrew Hardingham (Service Director for Finance)  
**Author:** Robert Hutchins, Head of Devon Audit Partnership  
Brenda Davis, Audit Manager  
**Contact details** Tel: 01752 306710  
email: [robert.hutchins@devonaudit.gov.uk](mailto:robert.hutchins@devonaudit.gov.uk)  
[brenda.davis@devonaudit.gov.uk](mailto:brenda.davis@devonaudit.gov.uk)  
**Ref:** Your ref. AUD/BD  
**Key Decision:** No  
**Part:** I

---

### **Purpose of the report:**

An updated Whistleblowing Policy was last approved by the Audit Committee in June 2013 and that policy has now been subject to a further refresh.

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.

Paragraph 2.1 of the policy has been updated to make clear that although the policy extends to any other individual who wants to raise an allegation of perceived wrong doing, including consultants, contractors, sub-contractors who are engaged in work for the Council, workers who are not direct employees of Plymouth City Council may not receive the same protection under the Public Interest Disclosure Act. Whilst the Council will endeavour to provide appropriate advice and support wherever possible in this eventuality, the policy does recommend that advice is sought from a trade union representative or from 'Protect' formerly Public Concern at Work (an independent charity set up to provide advice and guidance about whistleblowing issues).

---

### **Corporate Plan**

The work of the internal audit service is an intrinsic element of the Council's overall corporate governance, risk management and internal control framework. 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, building public trust and achieving the City's ambitions.

---

### **Implications for Medium Term Financial Plan and Resource Implications: Including finance, human, IT and land**

None.

---

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

None.

---

**Equality and Diversity**

Has an Equality Impact Assessment been undertaken? Yes

---

**Recommendations and Reasons for recommended action:**

The updated Whistleblowing Policy be approved.

---

**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.

---

**Published work / information:**

[Public Interest Disclosure Act 1998](#)

[PCC Whistleblowing Policy](#)

**Background papers:**

None.

---

**Sign off:**

Fin	pl.18.19.152	Leg	31661/LT	Mon Off		HR	AM.18.11.26	Assets		IT		Strat Proc	
Originating SMT Member Andrew Hardingham, Service Director for Finance													
Has the Cabinet Member(s) agreed the contents of the report? Yes													