



## Update of the PCC Whistleblowing Policy

<b>Report authors:</b>	Christina Thompson, Service Lead – People and Business Relations  Neil McArthur, Director of Legal and Governance and Monitoring Officer  Steve Crabtree, Chief Internal Auditor
<b>Responsible Director:</b>	Cecilie Booth, Executive Director for Corporate Services and Section 151 Officer
<b>Cabinet Member(s) responsible:</b>	Councillor Mohammed Jamil, Deputy Leader and Cabinet Member for Finance and Corporate Governance

### Executive Summary:

The updated PCC Whistleblowing Policy aims to streamline the existing policy, making it easier to understand while maintaining the same core principles. The policy provides clear guidelines for reporting concerns and ensures that all reports are handled confidentially and appropriately. This also updates the style to reflect the modern approach of Employee HR Handbook policy and accompanying factsheet.

### Recommendations:

It is recommended that the Audit Committee reviews and approves the updated corporate Whistleblowing Policy.

## 1. Purpose

- 1.1 The purpose of this report is to seek approval for the updated PCC Whistleblowing Policy, which has been revised to be more accessible and easier to understand while retaining the same core principles.

## 2. Background and key issues

- 2.1 The current PCC Whistleblowing Policy has been reviewed and updated to improve clarity and accessibility. The key changes include simplified language and style, and clearer reporting procedures. These updates are intended to encourage more employees to report concerns without.

## 3. Corporate Priorities

- 3.1 The updated policy supports the Council's commitment to transparency, accountability, and ethical conduct. It aligns with the Council's Corporate Strategy by promoting a culture of openness and integrity.

Further information on the Council's Priorities can be found here - [Link to Corporate Strategy and Priorities Webpage](#)

## 4. Consultation

- 4.1 Consultations have been undertaken by HR with key stakeholders, including Audit, Managers Network and Union representatives. Feedback has been incorporated into the revised policy to ensure it meets the needs of all parties involved.

## 5. Financial Implications

- 5.1 None.

## 6. Value for money

- 6.1. The updated policy ensures value for money by promoting a culture of ethical behaviour and reducing the risk of misconduct, which can have financial and reputational impacts on the Council.

## 7. Legal implications

- 7.1 This Policy conforms to the guidance set out in the Public Interest Disclosure Act 1988

## 8. Equalities

- 8.1 An Equality Impact Assessment was undertaken in line with the launch of the new HR Policy handbook and individual policies was found to have no negative impact.

## 9. Options considered

- 9.1 The other options considered was to maintain the current policy. However, a comprehensive update was deemed necessary to address feedback and improve the policy's effectiveness and bring in line with the style of the new HR policy handbook and accompanying factsheet.

## 10. Background documents

- 10.1 None

## 11. Appendices

- 11.1 Appendix A - 2017 Whistleblowing Policy
- 11.2 Appendix B - 2024 Whistleblowing Policy
- 11.3 Appendix C - 2024 Whistleblowing Factsheet

This page is intentionally left blank