

Appendices: 1



NORTHAMPTON
BOROUGH COUNCIL

COUNCIL

19th June 2016

Agenda Status: Public

**Directorate: Borough Secretary and
Monitoring Officer**

Report Title	Updating the Whistleblowing Policy and Procedure
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1. Purpose

- 1.1 The purpose of this report is to ask Full Council to consider and approve the draft revised Whistleblowing Policy and Procedure, recommended to it by Cabinet, which includes the provision of an external whistleblowing hotline.

2. Recommendations

It is recommended that Full Council:

- 2.1 consider the content of the 10th May 2017 Cabinet report at Appendix 1 and approve the draft Whistleblowing Policy and Procedure that is appended to the Cabinet report;
- 2.2 delegate authority to the Borough Secretary and Monitoring Officer to include the details of the external whistleblowing hotline provider in the Whistleblowing Policy and Procedure approved by Full Council once a provider has been appointed, and to make any other necessary minor amendments to the Policy and Procedure, prior to its publication; and
- 2.3 [instruct] the Borough Secretary and Monitoring Officer to ensure that training is provided to Councillors and Council staff about the new Whistleblowing Policy and Procedure, alongside a campaign to raise awareness of whistleblowing arrangements.

3. Issues and Choices

3.1 Report Background

3.1.1 On 10th May 2017, Cabinet, in summary:

- a. recommended to Full Council that the Council retain an external provider to operate an external whistleblowing hotline for the Council;
- b. recommended the draft Whistleblowing Policy and Procedure appended to the Cabinet report at Appendix 1 to Full Council for approval;
- c. approved expenditure on an external whistleblowing hotline (subject to Full Council approving a revised Whistleblowing Policy and Procedure that includes use of an external whistleblowing hotline);
- d. delegated authority to the Borough Secretary & Monitoring Officer in consultation with the Leader of the Council, to select an external whistleblowing provider; and
- e. recommended to Full Council, that upon adoption of a new Whistleblowing Policy and Procedure, training on whistleblowing is provided to Councillors and Council staff, alongside a campaign to raise awareness of whistleblowing arrangements.

The Cabinet report is attached at Appendix 1.

3.2 Decision details

3.2.1 Full Council is recommended to consider the information in the Cabinet report, accept all of Cabinet's recommendations and therefore:

- a) approve the draft Whistleblowing Policy and Procedure that is appended to the Cabinet report;
- b) delegate authority to the Borough Secretary and Monitoring Officer to include the details of the external whistleblowing hotline provider in the Whistleblowing Policy and Procedure approved by Full Council once a provider has been appointed, and to make any other necessary minor amendments to the Policy and Procedure, prior to its publication; and
- c) [instruct] the Borough Secretary and Monitoring Officer to ensure that training is provided to Councillors and Council staff about the new Whistleblowing Policy and Procedure, alongside a campaign to raise awareness of whistleblowing arrangements.

4. Implications (including financial implications)

4.1 Policy

4.1.1 If the recommendations in this report are accepted, this will result in a policy change as detailed in the Cabinet report at Appendix 1.

4.2 Resources and Risk

4.2.1 Cabinet has approved the expenditure on a whistleblowing hotline.

4.2.2 The training of Members and Officers and the awareness raising campaign can be incorporated into existing training programmes and the ongoing activities associated with the implementation of the Council's Governance Action Plan.

4.2.3 The Council's Whistleblowing Policy is an important part of the Council's overall governance framework and its strategy to prevent fraud and corruption. Strengthening and improving the Policy therefore assists in identifying and managing certain types of risks that may exist in the organisation.

4.3 Legal

4.3.1 The legal implications are set out in the body of the Cabinet report at Appendix 1.

4.4 Equality

4.4.1 An equality impact assessment on this recommended policy change has been carried out. Having considered the equality impacts in relation to the proposed Policy changes, the view is that there are no equality or health implications arising directly from the proposed changes. There may be some indirect equality implications arising from the proposed policy changes, but these are considered to be positive in nature and apply equally to all eg. by enabling all individuals who wish to raise a whistleblowing issue, to have access to an external route to 'blow the whistle' if needed.

4.4.2 Due regard will be had to equality issues in provision of training and awareness raising, to ensure that it is accessible to all to give all staff and members the opportunity to become informed about whistleblowing policy and process.

4.5 Other Implications

4.5.1 None.

5. Background Papers

5.1 None

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