



**Governance and Audit  
Committee**

**Tuesday, 21 January 2025**

**Review of Whistleblowing Activity 2023-24**

Report by:	Assistant Director People & Democratic Services
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Purpose / Summary:	To provide the Governance and Audit Committee with a summary of Whistleblowing incidents received in the Financial Year ended 31 March 2024.

**RECOMMENDATIONS:**

- 1. That the Governance and Audit Committee note the contents of the report**
- 2. That the Governance and Audit Committee continues to receive annual reports in relation to the policy implementation and incidents**

## IMPLICATIONS

### Legal:

Review of the Council's arrangements for whistleblowing on an annual basis ensures that the organisation continues to meet its statutory obligations in respect of whistleblowing legislation and represents good governance.

### Financial:

There are no specific financial implications associated with this report. Effective whistleblowing arrangements assists the Council to ensure that any misconduct / wrongdoing which could have a detrimental financial impact on the Council is appropriately dealt with.

### Staffing:

None identified.

### Equality and Diversity including Human Rights:

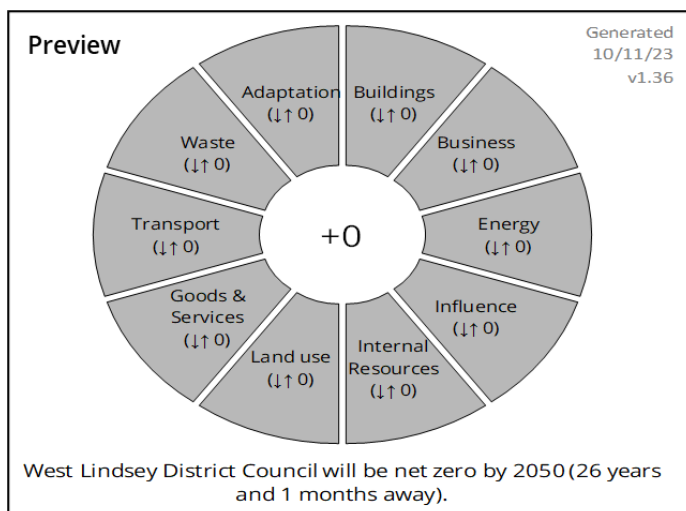
West Lindsey District Council has a commitment to Equality.

It seeks to ensure that no potential or current employee receives less favourable treatment than another on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.

### Data Protection Implications:

None identified.

### Climate Related Risks and Opportunities:



None identified.

**Section 17 Crime and Disorder Considerations:**

None identified.

**Health Implications:**

None identified.

**Title and Location of any Background Papers used in the preparation of this report:**

None.

**Risk Assessment:**

The legislation gives all employees protection from suffering any detriment as a result of making a protected disclosure. Whilst members of the public are not protected by this law, the Council treats all whistleblowers in the same way. Information is available to employees and members of the public on how they can access the Council's whistleblowing process and the Council considers actions to raise awareness. Assurance that concerns are dealt with effectively is provided to the Council's Governance and Audit Committee through this annual report.

**Call in and Urgency:**

**Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?**

*i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)*

**Yes**

**No**

**Key Decision:**

*A matter which affects two or more wards, or has significant financial implications*

**Yes**

**No**

## **1. Introduction**

- 1.1 The Whistleblowing Policy provides a method for employees to raise concerns about the running of the Council, or concerning behaviours exhibited within it, without the risk of victimisation. All employees have access to this policy. This committee has been receiving updates on this matter since 2008.
- 1.2 The policy was reviewed by the Governance and Audit Committee in 2021, and the Joint Staff Consultative Committee were consulted. The reviewed policy was presented to the Corporate Policy and Resources Committee in April 2022 and was approved for adoption.

## **2. Whistleblowing Policy**

- 2.1 The Council's Human Resources Team, the Lincolnshire Legal team and the Council's Internal Auditors have all been consulted in relation to the compilation of this report.
- 2.2 There have been no incidents of whistleblowing raised internally within the Council.
- 2.3 This report is presented to the Governance and Audit committee annually; even in the event of no whistleblowing incidents.
- 2.5 The policy continues to be communicated to staff and is included in the quarterly corporate induction programme. The policy is also on the Council's website.

## **3. Recommendations**

1. That the Governance and Audit Committee note the contents of the report.
2. That the Governance and Audit Committee continues to receive annual reports in relation to the policy implementation and incidents.