



**Governance and Audit
Committee**

10th March 2026

Subject: Review of Whistleblowing Activity 2024-25

Report by:	Assistant Director People and Democratic Services
Contact Officer:	Lisa Langdon Lisa.langdon@west-lindsey.gov.uk
Purpose / Summary:	To provide the Governance and Audit Committee with an update of Whistleblowing incidents received in the Financial Year ended 31 March 2025

RECOMMENDATION(S):

- 1. That the Governance and Audit Committee note the contents of the report and continue to receive annual updates in relation to any 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 impact upon the Council is appropriately dealt with.

Staffing: The function primarily sits within the Monitoring Officer role in conjunction with the Section 151 Officer.

Equality and Diversity including Human Rights:

None directly arising from this report

Data Protection Implications:

None directly arising from this report

Climate Related Risks and Opportunities:

None from this report

Section 17 Crime and Disorder Considerations:

None directly arising from this report

Health Implications:

None from this report

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

Corporate Policy and Resources Committee -13th February 2025, item 6v

Risk Assessment:

The legislation gives all employees protection from suffering any detriment as a result of making a protected disclosure. Information is available to employees and members of the public on how they can access the Council's whistleblowing process. Assurance is provided to the 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

X

Key Decision:

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

Yes

No

X

1. Background

- 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. The Committee receive annual updates on whistleblowing activity.
- 1.2 The Whistleblowing Policy was revised in 2025 and its full title is "Reporting a Concern (Whistleblowing) Policy". This revised version was considered by the Joint Staff Consultative Committee and considered and approved by the Corporate Policy and Resources Committee on 13th February 2025.

2. Whistleblowing Activity

- 2.1 The Council's Human Resources Team, the Lincolnshire Legal Service, and the Council's Internal Auditors have all been consulted in relation to this Report.
- 2.2 There have been no incidents of whistleblowing raised within the Council for the year ending 31st March 2025.
- 2.3 The current Policy was communicated to the Council's wider management team in July 2025 and is communicated to all staff through the Council's Intralinc site.
- 2.4 The Policy is on the Council's website and included in the Corporate Induction programme.

3. Recommendation

- 3.1 That the Governance and Audit Committee note the contents of this Report and continue to receive annual updates in relation to any incidents.