

**CONFIDENTIAL REPORTING CODE (Whistleblowing)**

Relevant Portfolio Holder	Councillor Brian Cooper
Portfolio Holder Consulted	Yes
Relevant Head of Service for Overview and Scrutiny	Jayne Pickering – Executive Director, Finance and Resources
Wards Affected	All wards
Ward Councillor Consulted	No – not at this stage
Non-Key Decision	

**1. SUMMARY OF PROPOSALS**

To present to Cabinet the updated Confidential Reporting Code for the Council.

**2. RECOMMENDATIONS**

2.1 That Cabinet approve the Confidential Reporting Code (Whistleblowing).

**3. KEY ISSUES**

3.1 Bromsgrove District Council, like every Local Authority, is committed to the highest possible standards of openness, probity and accountability. In line with that commitment the Council expects workers and others that it deals with, who have serious concerns about any aspect of the Council’s work to come forward and voice those concerns.

3.2 This code makes it clear that workers can do so without fear of victimisation, subsequent discrimination or disadvantage. It is intended to encourage and enable workers to raise concerns or make allegations within the Council rather than overlooking a problem or “blowing the whilst” outside.

3.3 This code is in addition to the Council’s Code of conduct, Local Disciplinary Procedure, Grievance Procedure, Harrassment Policy, Complaints Process and other policies and procedures.

**Legal Implications**

3.4 The Public Interest Disclosure Act 1998, called the “Whistleblowers Act” provies protection for workers who disclose information tht might otherwise be regarded as confidential. The Act provides that employers should not victimise any worker who blows the whilst in one fo the ways set out in the legislation.

**Service/Operational Implications**

3.5 The code will apply to concerns arising from any service undertaken by the Council.

**Customer / Equalities and Diversity Implications**

- 3.6 The code will ensure that an opportunity is available to all members of the community and staff to raise concerns regarding council activities.

**4. RISK MANAGEMENT**

- 4.1 The code ensures the council has a mechanism to address concerns and issues raised relating to service delivery.

**5. APPENDICES**

Appendix 1 – Confidential Report Code (Whistleblowing)

**AUTHORS OF REPORT**

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