

6 October 2017

Whistleblowing Policy

All employees should be familiar with this policy which can be found on SAM - Whistleblowing Policy

Who can blow the whistle?

Whistleblowing is the term used when a worker passes on information concerning wrongdoing; the term worker can be interpreted widely and will include:-

- Employees of Wrexham County Borough Council;
- Consultants, agency workers or contractors (or their employees) working for the Council (including those not working on Council premises);
- Those providing services under a contract or other agreement with the Council in their own premises, for example, care homes;
- Voluntary workers working with the Council as part of, or together with, the Council's services.

What protections are there if I blow the whistle?

One of the main barriers whistleblowers face are a fear of reprisal as a result of making a disclosure or 'blowing the whistle'. Whistleblowing law is located in the Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998), which provides the right for a worker to take a case to an employment tribunal if they have been victimised at work or they have lost their job because they have 'blown the whistle'.

Sometimes a worker will wish their identity to remain confidential. The law does not compel an organisation to protect the confidentiality of a whistleblower and confidentiality cannot be guaranteed as there will be a risk that some colleagues may still speculate about who has raised a concern or made a disclosure. However, if a worker wishes their identity to remain confidential this will be recorded and this will be respected in so far as possible, although there will be occasions when we may be required by law to disclose it.

18 May 2018

Stuff You Really Should Know

Whistleblowing Policy

All employees should be familiar with this policy which can be found on SAM [Whistleblowing Policy](#)

What is whistleblowing?

Whistleblowing is the raising of a concern, either within the workplace or externally, about a danger, risk, malpractice or wrongdoing which affects others.

Paragraph 2.2 of the Whistleblowing Policy sets out some examples of the types of concern which may be raised under this policy.

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Who can receive whistleblowing concerns?

You should raise your concern with whoever you feel most comfortable raising it. We hope you will be able to tell your line manager, but if this is not appropriate for some reason concerns can be raised with someone more senior. The Head of Corporate & Customer Services has overall responsibility for whistleblowing and concerns may be raised direct with him.

Details about how to raise a concern are set out in paragraph 7 of the Whistleblowing Policy and a full list of internal contacts is set out in appendix 1 and of external contacts in appendix 2.

When should a concern be raised?

A concern should be raised as soon as it becomes apparent. If we don't know about it we can't deal with it. There is no need to obtain proof of any wrongdoing before raising a concern, any investigation will be dealt with by management to ensure that any evidence is not compromised should the matter need to be taken further.