



**Finance, Resources, Audit and Governance Committee**  
**20 September 2024**

## **Whistleblowing Policy – update**

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**Portfolio:** Resources & Innovation

**Ward(s) Affected:** All

### **Purpose of the Report:**

This report provides a summary of the changes proposed to the Whistleblowing Policy for South Norfolk Council, with an updated policy at **Appendix A** to the report.

### **Recommendations:**

1. To recommend to Cabinet the adoption of the updated Whistleblowing Policy.

## 1. Summary

- 1.1 This report provides a summary of the changes proposed to the Whistleblowing Policy for South Norfolk Council, with an updated policy at **Appendix A** to the report.

## 2. Background

- 2.1 The current Whistleblowing Policy requires the Monitoring Officer to annually review the details of the key parties responsible for this area to ensure that it remains up to date and relevant.
- 2.2 The policy also requires the Monitoring Officer to consult with senior officers, the Senior Leadership Team and the Finance, Resources, Audit and Governance Committee every three years on the content of the policy before finalising and submitting this to Cabinet for approval. This report meets this requirement.

## 3. Current positions/findings

- 3.1 The policy has been reviewed and the following updates have been applied:
- Current post holders' details
  - Internal references to council policies have been updated, for example the reference to bullying and harassment policy has been updated to confirm that this is now part of the grievance policy
  - Legislation has been reviewed to ensure the policy remains up to date and relevant
  - Change of organisational name from "Public Concern at Work" to "Protect"
  - Contact information in relation to the organisations reference in the document
  - Equality Impact Assessment has been completed to support the Councils EDI work

## 4. Proposed action

- 4.1 The attached policy is endorsed to Cabinet so that the changes can be adopted and approved.

## 5. Issues and risks

- 5.1 **Resource Implications** – any resource requirements are outlined in the policy and dealt with by the named officers as instances arise.
- 5.2 **Legal Implications** – this update ensures that the policy remains up to date and in line with current legislation.

## 6. Equality Implications – attached at appendix.

- 6.1 **Environmental Impact** – not applicable to this report.

6.2 **Crime and Disorder** – not applicable to this report.

6.3 **Risks** – none.

## 7. **Recommendations**

6.1 To recommend to Cabinet the adoption of the updated Whistleblowing Policy.