

SLOUGH BOROUGH COUNCIL

REPORT TO: Audit and Governance Committee **DATE:** 11th October 2017

CONTACT OFFICER: Linda Walker, Interim Monitoring Officer
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WARD(S): All

PART I **FOR INFORMATION**

SCHEDULE OF ACTIVITY – WHISTLEBLOWING COMPLAINTS

1. Purpose of Report

This report updates members of the Audit and Governance Committee on the activity undertaken by the Council's Interim Monitoring Officer in relation to complaints received under the Confidential Whistleblowing Code.

2. Recommendation(s)/Proposed Action

The Committee is requested to note the report.

3. Slough Joint Wellbeing Strategy Priorities

The delivery of the Joint Wellbeing Strategy priorities is dependent on the highest possible standards of openness, honesty and accountability. This is underpinned by the Confidential Whistleblowing Code.

4. Other Implications

(a) Financial

There are no financial implications of this report.

(b) Human Rights Act and Other Legal Implications

Whistleblowing law is located in the Employment Rights Act 1996 (as amended by the Public Interest Disclosure Act 1998).

(c) Equalities Impact Assessment

It is important to ensure measures taken under whistleblowing procedures do not impact disproportionately on any group. The Monitoring Officer retains a detailed list of subject complaints and carries out a periodic audit check to ensure that application of the procedures is equitable across specific groups of members having regard to race, gender or political group.

5. Supporting Information

- 5.1 The Audit and Governance Committee at its meeting on 26th July 2017 requested a report on the number and status of recent and current whistleblowing complaints and investigations (noting the requirements to maintain confidentiality of individual cases). This report is prepared in response to this request and further reports will be presented bi-annually.
- 5.2 The Confidential Whistleblowing Code was reviewed by the Interim Monitoring Officer and the new Code was inserted into the Constitution in May 2017. 'Whistleblowing' is the term used when an employee passes on information concerning wrongdoing. The Council's Whistleblowing Code also applies to members of the public.
- 5.3 The Code aims to encourage people to use the process with confidence so that legitimate concerns can be raised and addressed by the Authority so that these standards can be improved within the organisation.

5.4

Ref	Complaint	Subject Matter	Action	Outcome
2017/A	Member of Staff	Alleged treatment by line manager and other staff members.	Internal investigation	Content of complaint fell within grievance procedure. Matter referred to HR and closed.
2017/B	Anonymous	Allegations about conduct of Officer of Council.	Internal investigation	No evidence found to substantiate allegation. Matter closed.
2017/C	Member of Staff	Allegations about Council's recruitment policy, officer conduct and financial irregularities.	External investigation	No evidence found to substantiate allegations. Matter closed.
2017/D	Member of the public	Allegations of nepotism, financial irregularities and misuse of position.	External investigation	No evidence found to substantiate allegations. Matter closed.

6. Conclusion

Four Whistleblowing Complaints have been received this year. They have all been investigated and the allegations have not been upheld. All four matters have been closed.

7. Background Papers

None.