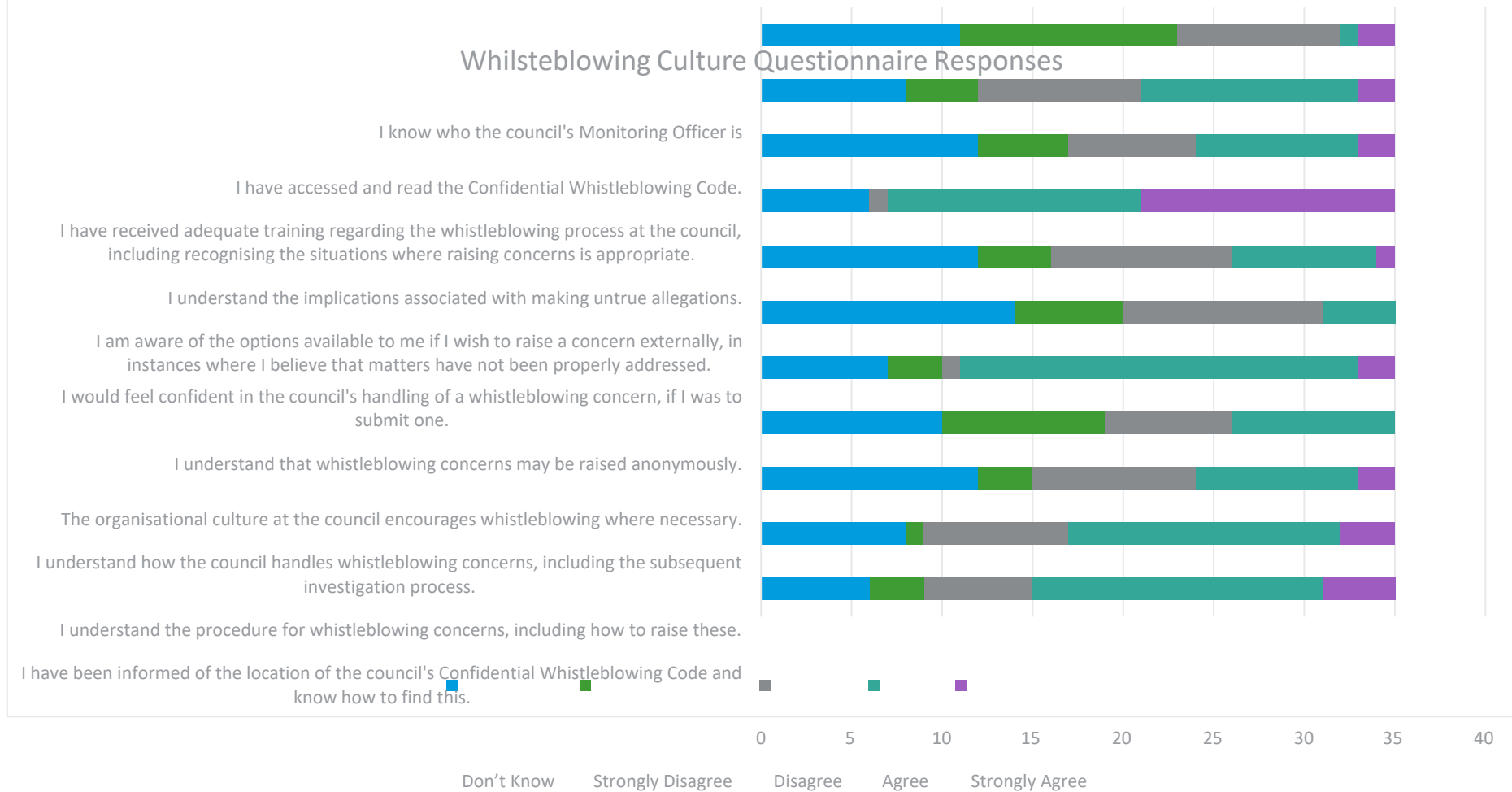


# APPENDIX A: WHISTLEBLOWING CULTURE QUESTIONNAIRE RESULTS

As part of the review, we sought to gain an understanding of the attitudes regarding the whistleblowing process within the Council and have therefore undertaken a staff culture questionnaire. The questionnaire was issued to all staff and completed by 35 members of staff, gauging the perceptions of the Council's approach to whistleblowing and the extent to which this is embedded within the organisational culture. The results of the questionnaire are shown below:



The following key themes were identified as part of the questionnaire findings above:

**Awareness of Guidance** – staff were provided with a series of statements which related to the awareness of the Confidential Whistleblowing Code, including where this can be found, and processes noted within the code. We identified that responses to these questions were largely negative and as such have raised an action in this regard (see management action one).

**Whistleblowing training** – when asked regarding the provision of whistleblowing training, 69 per cent of respondents responded negatively. Two management actions in relation to training have been raised (see management actions four and five).

**Awareness of the Monitoring Officer** - Only three of the 35 respondents advised that they were aware of who the Council's Monitoring Officer is. A management action has been raised in this regard (see management action six).

**Organisational culture with regards to whistleblowing** - 74 per cent and 89 per cent answering negatively to the following statements:

1. *The organisational culture at the council encourages whistleblowing where necessary.*
2. *I would feel confident in the council's handling of a whistleblowing concern, if I was to submit one*

In addition to this, respondents provided a number of comments which supported the above findings with claims around lack of care for those accused, cases being “pushed aside” and staff being made to feel like it is their fault and several examples of respondents feeling like if they had a case to raise, this would not be managed and investigated appropriately and therefore would be less inclined to raise these matters. We also identified several comments where staff advised that there is a culture at the Council that “punishes critical feedback” and could result in “losing your job” should a matter be raised. A management action has been raised in this regard (see management action seven).