

	
<b>STANDARDS COMMITTEE</b>	22 OCTOBER 2010
Report of the Monitoring Officer	

## Whistleblowing Policy

### Summary

1. This report presents an early consultation draft of a proposed new Whistleblowing Policy for the City of York Council.

### Background

2. A recent review of the Council whistleblowing arrangements identified a number of potential areas for improvement. These included:
  - The fact that the current policy is contained in three separate documents.
  - The fact that only 78% of managers and supervisors sampled said they were aware of the policy.
  - The current policy is not fully inclusive in terms of issues that could be raised; in particular, it does not include dangers in the workplace, neglect of people in care or misreporting of performance data.
  - The existing policy was felt to go too far in restricting options for external whistleblowing.
  - The existing policy would not normally provide for whistleblowers' identities to remain confidential.
  - The policy did not give sufficient assurances to whistleblowers around protection from disciplinary action.
  - The policy gave a large number of alternative points of contact for whistleblowers, whereas best practice encourages a streamlined approach.
  - The policy encourages written concerns (preferably on the appropriate form), whereas experience suggests that most concerns are raised verbally and that it is counter-productive to require them to be submitted in writing.
3. A revised policy has therefore been prepared which takes on board these comments and a copy is attached to this report at annex 1. This early draft is being presented to the Standards Committee before it has had any widespread consultation within the Council, so that the Committee have the opportunity to indicate whether it supports the broad thrust of the suggested policy before any wider discussion takes place.

## Recommendations

4. That the Committee support the draft policy going forward for wider consultation, subject to any amendments that the Committee may be minded to propose.

Reason: The existence of a well understood Whistleblowing Policy within the Council will support good governance.

## Contact Details

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	<b>Report Approved</b>	√	<b>Date</b> 12/10/10

## Background Papers

None

## Annexes

Annex 1 - Draft Whistle blowing Policy