

**Report of: Corporate Director of Resources**

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Audit Committee	31st January 2019	All

		Non-exempt
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## **SUBJECT: WHISTLEBLOWING POLICY**

### **1. Synopsis**

- 1.1 This report provides the policy for Whistleblowing which has been reviewed and updated to reflect changes in legislation as well as best practice.
- 1.2 This report is intended to support Audit Committee in obtaining assurance that the Council has a sound framework surrounding whistleblowing.

### **2. Recommendations**

- 2.1 Committee is asked to agree the contents of the updated policy, including the reference to Modern Slavery at section 4 of Appendix 1.

### **3. Background**

- 3.1 Whistleblowing arrangements are a key element of the Council's overall governance arrangements. Whistleblowing allows employees, members, contractors and others, to confidentially raise concerns surrounding fraud and corruption. A review of the Council's whistleblowing policy was last undertaken by the Council's Monitoring Officer in March 2014. The policy has now been reviewed and is included at Appendix 1. Changes to the policy since the last iteration have been highlighted in Appendix 1.

### **4. Implications**

#### **4.1 Financial implications:**

There are no specific financial implications associated with this report. Each case e.g. whether to investigate or prosecute, will be determined on an individual basis and financial implications, if relevant, will be considered as part of this determination.

#### **4.2 Legal Implications:**

The original Public Interest Disclosure Act 1998 provisions, inserted in the Employment Rights Act 1996, were amended by the Enterprise and Regulatory Reform Act 2013 to introduce a new public interest requirement. The Council must have regard to the Government's Whistleblowing Guidance for Employers and Code of Practice.

#### **4.3 Environmental Implications**

There are no environmental implications.

#### **4.4 Resident Impact Assessment:**

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

A Resident Impact Assessment has not been completed because the recommendation being sought does not have a direct impact on residents.

### **5. Reason for recommendations**

- 5.1 This report indicates that the Whistleblowing policy is in place and has been duly updated. Committee is asked to agree the report.

### **Appendices**

- **Appendix 1 – Whistleblowing Policy**

Final report clearance:

**Signed by:**



Date: 22 January 2019

Service Director - Financial and Asset  
Management (S151 officer)

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