



THIS POLICY PROVIDES A PROTOCOL FOR ANYONE TO RAISE CONCERNS THAT THEY BELIEVE ARE IN THE PUBLIC INTEREST

1. INTRODUCTION

1. This policy provides a framework for councillors, employees, consultants, contractors, members of the public, to voice concerns they believe to be in the public interest. These concerns may relate to illegal, improper or unethical conduct.
2. Whistle blowing is the term to describe the formal raising of concerns that are in the public interest. Examples include:
 - Criminal offences
 - Failure to comply with legal obligations
 - Actions that endanger the health or safety of any individual
 - Actions that could cause damage to the environment.

2. PRINCIPLES

1. The Parish Council is committed to high standards in all it does and it expects no less from everyone involved with or working for the Council.
2. The Council aims to provide an open environment in which anyone wishing to raise a concern can be assured they may do so without fear of reprisal and in the knowledge that their concern will be acted upon fairly and appropriately.
3. Whistle-blowers will be protected from detrimental treatment, (I,e, victimisation or dismissal) if they raise concerns.
4. This procedure complies with the Public Interest Disclosure Act 1998 and the Enterprise and Regulatory Reform Act 2013.

3. RAISING A CONCERN

1. Anyone believing they have a matter of public interest to disclose should contact the Parish Clerk who will advise the Chairman and Vice Chairman of the Council and:

- Clarify details of the issue to be raised
 - Assess what action should be taken
 - Record the concern in the confidential investigations log
 - Depending upon the nature of the issue, notify the auditor, the police or other appropriate independent body
 - Fully document any remedial action required to be taken.
2. If a whistle blower is not comfortable discussing the matter with the Parish Clerk, they may raise it with the Chairman of the Council. Alternatively they could contact an independent adviser Protect, formerly Public Concern at Work (www.pcaw.org.uk)
 3. At the conclusion of the investigation the whistle blower will be informed the outcome in writing by the Parish Clerk. The outcome will be recorded in the investigations log.
 4. Should a whistle blower ask to remain anonymous the Parish Council will still consider the information passed but may be unable to pursue the matter fully. For example it may be that the whistle blower's identity would be exposed by a full enquiry. In such instances the Parish Clerk will fully discuss the options with the whistle blower and the Council will respect his/her anonymity if it is requested.