

The following are appointed as Whistleblowing Champions.

**DON'T STICK YOUR HEAD IN
THE SAND -**



“BLOW THE WHISTLE”



Helen Lockwood – Chief Executive

Tel. 01706 252428



Stuart Sugarman - Director of Business
(Monitoring Officer)

Tel. 01706 252447

Alternatively you can contact your Line Manager or
Internal Audit on:

Andrew Fox – Principal Auditor – Tel. 01772 534920

If you suspect fraud or corruption within Rossendale
Borough Council we have a **Whistleblowing** Policy to
help you take your head out of the sand.

We are all affected if we don't report fraud or corruption

- Honest staff are demoralised
- Bullies and incompetent people become stronger
and get away with it
- Confidence in the Service we deliver is
undermined

The Council supports whistleblowers and we have a
Whistleblowing policy. This covers malpractice by
employees, contractors, the public or Members of the
Council.

This policy allows all staff to disclose allegations of
malpractice internally, without fear of recrimination and its
all confidential.

The aim of the Policy is to enable employees to **SPEAK UP** and report allegations of misconduct or malpractice internally, without fear of recrimination. Employees are often the first to realise that there may be something seriously wrong.

YOU SHOULD REPORT ACTIVITIES THAT:

- Are unlawful
- Are against the Council's Rules of Procedure, Financial Regulations or other policies
- Do not meet established standards or working practices
- Amount to improper conduct.

The Policy is primarily for concerns where the interests of others or of the organisation itself are at risk. **If in doubt – raise it!**

YOUR CONFIDENCE

If you raise a genuine concern under the Policy, you will not be at risk of losing your job or suffering any form of retribution or harassment as a result. Providing you are acting in good faith, it does not matter if you are mistaken.

However you may raise a concern in confidence and we will protect your identity.

HOW WE WILL HANDLE THE MATTER

Where appropriate the matters raised may:-

- Be investigated by management, internal audit or through other appropriate procedures.
- Be referred to the Police.
- Be referred to the external auditor.
- Form the subject matter of an independent inquiry.
- In the case of an elected member be referred to the Standards Board.

The Council will take steps to minimise any difficulties, which you may experience as a result of raising a concern and subject to legal constraints, we will inform you of the outcome of any investigation.