

<b>SUBJECT:</b>	<b>WHISTLEBLOWING ANNUAL REPORT</b>
<b>MEETING:</b>	<b>AUDIT AND GOVERNANCE COMMITTEE</b>
<b>DATE:</b>	<b>JUNE 2025</b>

### 1. PURPOSE:

The purpose of this report is to provide the Audit and Governance Committee with information in relation to the number of whistleblowing cases in Monmouthshire County Council from 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025. This report is to be provided on an annual basis.

### 2. RECOMMENDATION:

That the Committee notes the information.

### 3. KEY ISSUES:

Whistleblowing is defined as:

‘The action someone takes to report wrongdoing at work that affects others’ ([The law - Whistleblowing at work - Acas](#) 2024).

Monmouthshire County Council’s Whistleblowing Policy was last reviewed and updated in 2024. It is intended that the next review will be completed by April 2026.

A record of all whistleblowing cases is held centrally, in a secure location.

Over the period 1st April 2024 to 31st March 2025, the information in relation to the number of whistleblowing cases in Monmouthshire County Council is as follows:

NUMBER OF CASES	SUBJECT MATTER (CONFIDENTIAL)	ACTION TAKEN
1	Employee Conduct	Investigation concluded and consequent recommendations implemented

The data for 1st April 2024 to 31st March 2025 can be compared to the number of whistleblowing cases over the previous 3 years, reported on a financial year basis:

YEAR	NUMBER OF CASES	SUBJECT MATTER (CONFIDENTIAL)	ACTION TAKEN
2023-2024	0	N/A	N/A
2022-2023	1	Safeguarding	Investigation concluded and consequent recommendations implemented
2021-2022	1	Employee Conduct	Investigation concluded and formal HR policies followed consequently

The above table shows that in the last 4 years, Monmouthshire County Council has dealt with 3 cases of whistleblowing.

#### **4. REASONS:**

Monmouthshire County Council and school Governing Bodies expect the highest standards of conduct from all employees and therefore encourage employees and others with serious concerns about any aspect of the Council/School's work to come forward and voice those concerns in a safe environment.

In line with the Council's commitment to openness and accountability, employees are encouraged to raise concerns. Such concerns will be taken seriously, investigated and appropriate action taken in response. The Whistleblowing Policy is designed to ensure that concerns about wrongdoing or malpractice can be raised without fear of victimisation, subsequent discrimination, disadvantage or dismissal.

The Policy aims to:

- Encourage an individual to feel confident to raise a serious concern at the earliest opportunity
- Provide a route for an individual to raise concerns and to receive feedback on any action taken
- Provide reassurance that an individual will be protected from reprisals or victimisation, if they have made a disclosure in good faith.

#### **5. BACKGROUND PAPERS:**

None

#### **6. AUTHOR:**

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