



monmouthshire
sir fynwy

Whistleblowing (Joint)

GUIDANCE





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1. Purpose

The purpose of this Whistleblowing Guidance is to enable employees to raise concerns about serious wrongdoing, malpractice, or unsafe practice in a safe, confidential and supportive manner. This guidance aims to provide information and support to colleagues and managers on the application of the Whistleblowing (Joint) Policy and should be read in conjunction with that policy.

The Council/School Governing Body is committed to openness and integrity. This Guidance explains how to raise concerns and what will happen next.

This Guidance aims to encourage individuals to speak up where they have concerns that wrongdoing has occurred, is occurring or likely to occur, and to ensure that such concerns are taken seriously and investigated properly.

The Council/School Governing Body recognises that early disclosure of concerns helps to prevent harm, identify risks, and maintain trust with colleagues, service users and the wider community.

This Guidance applies to concerns about serious wrongdoing affecting the Council or the public interest and is separate from other procedures such as the Resolution Policy, which is intended for personal employment related issues.

2. Roles and Responsibilities

Monmouthshire County Council will be responsible for:

- Raising awareness of the Whistleblowing Policy and Guidance to all colleagues.
- Providing safe reporting routes to ensure that colleagues know who to contact and feel confident that their concern will be received appropriately.
- Ensuring concerns are handled confidentially and shared on a need-to-know basis.



- Making clear about situations where confidentiality cannot be maintained (for example in legal or safeguarding matters).
- Only sharing information on a strictly need to know basis.
- Assessing all whistleblowing concerns promptly and ensuring that appropriate investigations are carried out in a fair, proportionate, and independent manner, where possible.
- Providing feedback on progress and outcomes of any investigation.
- Reviewing this Guidance (and Policy) to ensure legal compliance and best practice.

Colleagues will be responsible for:

- Familiarising themselves with the application of the Whistleblowing Policy and Guidance.
- Raising concerns promptly where they reasonably believe that serious wrongdoing or malpractice, or unsafe practice has occurred, is occurring or likely to occur, and where the concern is in the public interest.
- Using the procedures set out in this Whistleblowing Guidance to raise concerns through the appropriate reporting channels.
- Understanding the differences between whistleblowing and grievances.
- Providing information honestly and responsibly, ensuring that concerns are raised in good faith and not for personal gain or with malicious intent.
- Cooperating with any investigation.
- Respecting confidentiality including not discussing a whistleblowing matter with colleagues or others unless authorised to do so.
- Attending training or awareness sessions as and when necessary.

Leaders will be responsible for (in addition to their responsibilities as colleagues):

- Understanding and being aware of this Whistleblowing Guidance and of their role in receiving and escalating concerns appropriately.
- Responding promptly to a whistleblowing concern, taking the concern seriously, listening carefully and acting in a non-judgemental manner.
- Acknowledging receipt of the concern.
- Maintaining confidentiality and sharing information on a need-to-know basis only.



- Being clear with the individual about situations where confidentiality cannot be maintained, (for example where required by law, safeguarding duties or serious risk).
- Ensuring that concerns are referred to the appropriate senior manager, HR and/or safeguarding lead, or designated whistleblowing contact.
- Protecting the whistleblower from detriment, ensuring that no action or behaviour results in victimisation, harassment or unfair treatment as a result of raising a concern.
- Seeking advice and support from HR or other appropriate services when handling whistleblowing matters, particularly where the concern is complex, or involves, legal, safeguarding or disciplinary considerations.
- Cooperating with investigations, including providing information and support as required.
- Providing feedback to the individual raising the concern, while respecting confidentiality.
- Ensuring that colleagues are aware of the support mechanisms, including HR and Trade Union Representatives, and other sources of advice.
- Attending relevant training to ensure that they are confident and competent in handling whistleblowing concerns in line with policy, guidance and legal requirements.

HR colleagues will be responsible for:

- Providing support and advice to managers and colleagues on the application of the Whistleblowing Policy and Guidance.
- Supporting managers in handling whistleblowing concerns, particularly where issues involve complex employment, legal, safeguarding or disciplinary considerations.
- Ensuring confidentiality is maintained, in line with data protection requirement, while recognising that may need to be breached in limited circumstances (e.g. by law, safeguarding or serious risk).
- Advising on protection from detriment, helping to ensure that whistleblowers are not subject to victimisation, harassment or unfair treatment, as a result of raising a concern.
- Liaising with specialist services, including safeguarding leads, if appropriate.
- Supporting and advising on investigations including ensuring a fair process, consistent with employment law and aligned to the Council's policies and procedures.



- Maintaining appropriate records relating to whistleblowing concerns, in accordance with data protection and record keeping requirements (please see section 9 of this guidance for information).
- Reviewing this Guidance (and Policy) to ensure legal compliance and best practice.

Safeguarding colleagues will be responsible for:

- Managing a whistleblowing concern that indicates a child or vulnerable adult is at risk.
- Enabling concerns to be escalated to external bodies, if appropriate and necessary.
- Providing advice and support to individuals raising a safeguarding concern under this Whistleblowing Guidance (and Policy).

Trade Union or Workplace Representatives will be responsible for:

- Providing advice, support and representation to their members.
- Working with managers, HR and colleagues to ensure the application of this Guidance (and Policy) and protection of individuals.
- Maintaining confidentiality but also understanding that confidentiality can be broken to protect the safety of individuals.

3. Definitions

Statutory protection for employees who whistle blow is provided by the legislation, Public Interest Disclosure Act 1998 (“PIDA” - amended by the Enterprise and Regulatory Reform Act 2013). The PIDA protects employees against victimisation if they make a protected disclosure within the meaning of the PIDA and speak out about concerns around conduct or practice within the Council/school which is potentially illegal, corrupt, improper, unsafe, and unethical or which amounts to malpractice.



4. Policy Process – What Will Happen?

Types of Issues/Disclosures that can be raised

In legislation, protection under the Public Interest Disclosure Act (PIDA) only arises in relation to protected disclosures. The types of qualifying disclosures that can be made include the following:

- a) a criminal offence - has been committed, is being committed, or is likely to be committed.
- b) a breach of a legal obligation - that a person has failed, is failing, or is likely to fail to comply with any legal obligation to which they are subject.
- c) a miscarriage of justice has occurred, is occurring, or is likely to occur.
- d) someone's health and safety is being or is likely to be endangered.
- e) the environment has been, is being, or is likely to be damaged.
- f) sexual harassment - if someone is sexually harassed by a manager/colleague/unwanted behaviour of a sexual nature.
- g) That information tending to show any of (a) to (f) above has been concealed or is likely to be deliberately concealed.

In addition to the above, and as further examples, this guidance also covers whistleblowing relating to alleged:

- unlawful conduct
- miscarriages of justice in the conduct of statutory or other processes
- failure to comply with a statutory or legal obligation
- potential maladministration, misconduct, or malpractice
- abuse of authority
- unauthorised use of public or other funds, fraud, bribery, or corruption
- breaches of financial regulations or policies



- mistreatment of any person
- action that has caused or is likely to cause physical danger to any person or risk serious damage to Council or School property
- sexual, physical, or emotional abuse of employees, service users, or pupils
- unfair discrimination or favouritism
- behaviour which is discriminatory towards someone with a protected characteristic under the Equality Act 2010
- racist incidents or acts, or racial harassment or intimidation
- attempts to prevent disclosure of any of the issues listed.

A disclosure will not be a qualifying disclosure if the person making it commits an offence by making it.

A protected disclosure can be made to one of the following recipients (subject to certain conditions), these are:

- The worker's employer
- A legal adviser
- Other bodies, e.g. Police, Member of Parliament (MP), media
- A regulatory body, e.g. HSE, Audit Wales, ICO

The circumstances in which disclosures may be made vary depending upon the intended recipient of the information. The most likely recipient of information from Council and or School employees concerning misconduct will be the Council or School Governing Body as the employer of the worker in question.

If the whistleblower does not feel able to raise a concern internally, they may choose to raise concerns in the public interest externally with prescribed bodies. These are listed in the 'Reporting concerns to external bodies' section of this guidance. Before deciding to do this, whistleblowers should be aware when making an external report that to qualify for the protections available under the Public Interest Disclosure Act, additional conditions need to



be met.

To be protected by the Public Interest Disclosure Act (PIDA), a worker wishing to make a disclosure must make sure that they reasonably believe that the disclosure tends to show a relevant failure and that the disclosure is in the public interest.

If a disclosure is made to:

- the employer, it must arise from a reasonable belief that the alleged malpractice has occurred, is occurring or likely to occur
- a regulator, e.g. Health and Safety Executive, in addition it must be honestly and reasonably believed that the information and any allegations contained are substantially true
- other bodies such as the Police, media, MP etc, in addition to the tests for regulatory disclosure, no personal gain will be made from the disclosure and in all circumstances, that it is reasonable for the disclosure to be made.

If a disclosure is made to “**other bodies**”, further preconditions apply. It must be:

- reasonably believed that the whistleblower would be victimised if the matter were raised internally
- reasonably believed that the disclosure related to a criminal offence
- the case that there is no prescribed regulator, and it was believed that relevant information would be concealed or destroyed
- that the concern has already been raised with the employer or regulator or
- that the concern is of an exceptionally serious nature.

How to raise a concern



Wherever possible, employees are encouraged to use relevant Council procedures to report issues in an open and transparent way. In the first instance, concerns from employees should normally be raised with their line manager, individually or as a group. Similarly, non-employees (e.g. agency workers or contractors) should raise a concern in the first instance with the contact at the Council/School, usually the person to whom they directly report.

In some cases, the nature or sensitivity of the concern means that this may not be appropriate. If individuals feel that they cannot raise a concern with their immediate manager or normal Council contact, they may feel a whistleblowing disclosure is the most appropriate option.

Concerns should ideally be raised in writing to enable the Council/School Governing Body to review concerns effectively. Whistleblowers should give the background and history of the issues, giving relevant details such as names and dates, if possible, and the reason why they are particularly concerned about the situation.

Whistleblowers may ask for a private meeting with the person to whom they wish to raise a concern. If they wish, individuals can be accompanied by a trade union representative or work colleague to any meetings in connection with the concerns being raised.

If an individual wishes to make a whistleblowing disclosure, or discuss their concerns, the following officers should be their first point of contact:

CONCERN RELATES TO:	REPORT TO (who becomes the Designated Officer)
General concern/Employee/Volunteer	Line Manager/Headteacher
Line Manager	Head of Service/Head teacher



Head of Service/Head teacher	Chief Officer/Strategic Director/Chair of Governors
Chief Officer/Strategic Directors	Chief Executive (Tel: 01633 644 644)
Chair of Governors	Vice Chair of Governors
Chief Executive	Leader of the Council (Tel: 01633 644 644)
Whole Governing Body	Strategic Director - Children, Learning, Skills and Economy (Tel: 01633 644 644)
County Councillor	Monitoring Officer (Tel: 01633 644 644)
Malpractice about child/children in a school*	Strategic Director - Social Care and Safeguarding (Tel: 01633 644 644)
Malpractice about an adult(s) at risk*	Strategic Director - Social Care and Safeguarding (Tel: 01633 644 644)



Financial Irregularity/Impropriety	Chief Internal Auditor (Tel: 01633 644 644)
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*** If the concern is a safeguarding concern about a child or adult at risk (rather than about potential malpractice), this should be reported to Monmouthshire Children's Services or Adult Services respectively via normal Child Protection /Safeguarding Procedures: Tel: 01633 644 644.**

If the concern needs to have Police or other statutory authority involvement, the whistleblowing process will be halted until the statutory authorities have completed their investigations and confirmed that it is appropriate to continue with the whistleblowing process. This must take place even if the statutory authorities take the decision not to pursue a criminal investigation.

Normally, the person who the concern is raised with, or reported to, becomes the Designated Officer. The Designated Officer is responsible for making initial enquiries about the matter and for keeping all parties informed of progress and advising of the outcome. It may be necessary for the Council/School Governing Body to appoint a person, as the Designated Officer, other than the person to whom the allegation or concern was raised with/reported to.

The Designated Officer should, in the first instance, contact Human Resources, to make them aware that a concern has been raised, provide details of the concern and receive advice on the process to be followed.



Acting on Suspicions

Do

- **Note your concerns:** Record details such as your concerns, names, dates, times, details of conversations and possible witnesses, and sign your notes.
- **Retain evidence:** Retain any evidence that may be destroyed or make a note and advise your line manager.
- **Report your suspicion:** Confidentiality will be respected; delays may lead to further concerns or financial loss.

Do Not

- **Confront the suspect or convey concerns to anyone other than those authorised:** Never attempt to question a suspect yourself, this could alert a fraudster or accuse an innocent person.
- **Try to investigate:** Never attempt to gather evidence yourself unless it is about to be destroyed; gathering evidence must consider legal procedures in order for it to be useful.
- **Be afraid of raising your concerns:** The Public Interest Disclosure Act 1998 (PIDA) and the Council's Whistleblowing Policy protect employees who have reasonable concerns. This guidance has been written to take account of the Public Interest Disclosure Act 1998 (PIDA). You will not suffer discrimination or victimisation by following the correct procedures.

What the Council/School Governing Body will do

A key principle for the Council/School Governing Body will be the public interest. To be fair to all employees, initial enquiries will be made by the Designated Officer, with support from Human Resources, to decide whether an investigation is appropriate and if so, what form it should take. The concern raised may require the following:



- enquiry internally in the Council/School.
- need to be passed to the Police if it relates to alleged criminal activity.
- need to be passed to Internal Audit if the complaint is about financial management or financial propriety.
- need to be referred through established child protection/safeguarding procedures.

At this stage concerns/allegations are neither considered founded or unfounded, pending an investigation if deemed necessary.

Timescales

The Designated Officer will normally provide a written acknowledgement to the whistleblower **within 5 working days** (except in the case of anonymous allegations), acknowledging the concern has been received and:

- indicating how it is proposed to deal with the matter
- giving an estimate of how long it will take to provide a final response
- advising of the support available whilst matters are investigated
- outlining whether further investigations will take place and if not, why not.

The Designated Officer will write to the whistleblower and the individual(s) against whom the concern(s) has been raised, to acknowledge receipt and to indicate that the procedures have been commenced.

Depending on the nature of the concern/allegation, provision of a final response may take longer than 5 working days. If this is the case, the Designated Officer will notify all individuals in writing, providing an indication when the enquiry will be completed.

Where possible, enquiries will be completed within **10-15 working days** from the date of receipt of the initial written response from the Designated Officer. If the enquiry extends beyond the timescales above all individuals concerned will be notified in writing by the Designated Officer, providing an indication of when the enquiry will be completed.



The Designated Officer might investigate the concerns raised themselves or the Designated Officer might appoint an independent investigator to do so. As part of this process, the person who investigates the concerns raised will:

- Look into the concern - seeking evidence and interviewing witnesses as necessary
- Maintain confidentiality wherever possible (but there is not a 100% guarantee that the whistleblower can remain anonymous)
- If appropriate, refer the matter to Audit, if the complaint is about financial management or financial propriety in schools
- If appropriate, for concerns of criminal behaviour refer the matter to the Police
- If appropriate, for concerns of child protection or vulnerable adults, refer the matter through the established child protection/safeguarding procedures.

The amount of contact time between the whistleblower and the Designated Officer or person appointed to investigate the issues will depend on the nature of the matters raised, the potential difficulties involved and the clarity of information provided. It is likely that the whistleblower will be interviewed to ensure that their disclosure is fully understood.

Any meeting with the whistleblower can be arranged away from the workplace, if needs be, and a trade union representative or workplace colleague may accompany, for support. The whistleblower needs to be assured that their disclosure has been properly addressed. Unless there are legal reasons why this cannot be done, the whistleblower will be kept informed of the progress and outcome of any investigation. Following completion of the enquiry/investigation process, the Designated Officer or independent investigator will make a written report normally within **5 working days**. This report will contain findings and make recommendations for the Designated Officer (if an independent investigator has been appointed) or the appropriate committee of the School Governing Body to consider.

The report will not contain the name of the whistleblower, unless the individual has expressly stated that they wish to be named.



The Council/School Governing Body acknowledges that whistleblowers should feel confident that their concerns have been properly handled. Therefore, on conclusion of any investigation, unless there are legal reasons why this cannot be done, the whistleblower and the person(s) against whom the allegation is made, will be told the outcome of the investigation and what action has been taken/is proposed. The amount of information shared will be at the discretion of the Designated Officer/Investigating Officer, in conjunction with HR advice. If no action is to be taken, the reason for this will be explained. In addition, matters raised as part of the investigation may:

1. be referred to the Police
2. be referred to the External Auditor
3. form the subject of an independent inquiry
4. be referred to an alternative policy (e.g. Disciplinary Policy or Resolution Policy)
5. be resolved as an agreed action without the need for investigation.

Please note: All timescales in this guidance are indicative rather than definitive and may change based on the complexity of the investigation or referral to an alternative policy.

Reporting concerns to external bodies

If the whistleblower does not feel able to raise their concerns internally, they may choose to raise concerns externally with prescribed persons or bodies (details are provided in the 'Types of Issues/Disclosures that can be raised' section of this guidance). If a whistleblower does take the matter outside of the Council/School, they should be careful not to disclose confidential information and ensure that they comply with the requirements of the Public Interest Disclosure Act (PIDA), so that they do not lose the protection of the Act against dismissal or other detriment.

If a whistleblower has reported a matter internally but is not satisfied that the concern has been properly dealt with, they should first raise it with the Designated Office. If still



unsatisfied, and it is necessary and in the public interest, the whistleblower may also consider raising concerns externally to prescribed persons or bodies.

The full list of prescribed persons and bodies can be found on the UK government website at: Whistleblowing: list of prescribed people and bodies - GOV.UK (www.gov.uk). This includes:

- HM Revenue and Customs
- The Auditor General for Wales
- The Director of the Serious Fraud Office
- The Children's Commissioner for Wales
- Social Care Wales
- Older People's Commissioner for Wales
- Public Services Ombudsman for Wales
- The Information Commissioner
- The Health and Safety Executive
- Natural Resources Wales
- The Equality and Human Rights Commission

If instead of going to a prescribed person a worker chooses to make a disclosure to an "other body" such as the media or a Member of Parliament (MP), they should note that the conditions set out in this guidance apply.

Those who receive payment for a disclosure (which may be relevant in dealings with the media) are unlikely to receive the protection outlined in this guidance (and policy).



5. Support For You

The Council/School Governing Body have a duty of care to their employees. Support for the individuals involved in this process is key to fulfilling this duty.

For those individuals who raise concerns and for those individuals who may have concerns raised about them, the Council/ School Governing Body will do all it can to help them throughout the process. Support for employees will include the offer of access to counselling and or referral to occupational health, for advice and support.

Individuals will be advised to contact their Trade Union representative, or a workplace colleague (not involved in the area of work to which the concern relates) for additional support. Individuals will also be offered an additional, independent point of contact for support during the process.

Any meetings that may be required as part of the process can be arranged away from the workplace if necessary and individuals have the right to be accompanied by their trade union representative or workplace colleague.

6. Safeguarding Whistleblowers – Our Assurances to You

Any individual who raises a genuine concern under this policy, will be protected from detriment, victimisation, or adverse treatment arising from this disclosure. It won't matter if the whistleblower is mistaken, provided they have reasonable belief and they are acting in the public interest.

Any individual who is found to have threatened or retaliated against a whistleblower in any way may be subject to disciplinary action, in line with the Council's/School Governing Body



Disciplinary Policy and Procedures. This assurance cannot be extended to an individual who maliciously raises a matter they know to be untrue.

Your legal rights

This guidance has been written to take account of the Public Interest Disclosure Act 1998 (PIDA) which protects workers making disclosures about certain matters of concern, when those disclosures are made in accordance with the Act's provisions and in the public interest. The Act makes it unlawful for the Council/School Governing Body to dismiss anyone or allow them to be victimised on the basis that they have made an appropriate lawful disclosure in accordance with the Act.

Harassment and Victimisation

The Council/School Governing Body is committed to good practice and high standards and to being supportive of employees/workers.

The Council/School Governing Body recognises that the decision to report a concern can be a difficult one to make. If a whistleblower honestly and reasonably believes what they are saying is true, they should have nothing to fear because they will be doing their duty to their employer, their colleagues and those for whom they are providing a service.

Harassment or victimisation of any kind against a whistleblower will not be tolerated and will be treated as a serious disciplinary offence and action will be taken against those responsible which may result in formal action up to and including summary dismissal, in line with the Council's/School's Disciplinary Policy and Procedures.

Confidentiality

All concerns will be handled confidentially in line with the Whistleblowing Policy. Further details on confidentiality can be found in the Whistleblowing Policy and in Section 8 (Anonymous Allegations) of this guidance.



7. Untrue or Vexatious Allegations

If an allegation is made which is believed to be in the public interest, but it is not confirmed by further enquiry or by an investigation, no action will be taken against the person who raised the initial concern. If, however, the enquiry/investigation shows that untrue concerns were malicious and/or vexatious or made frivolously or made for personal gain, then the Council/School Governing Body disciplinary process may be instigated which may result in dismissal from the Council/School.

8. Anonymous Allegations

Any disclosures made under this process will be treated seriously, and actions taken in accordance with the Whistleblowing Policy and Guidance. If asked to treat the matter in confidence, the identity of the whistleblower will not be revealed and we will do our best to respect the request as far as possible, restricting to “a need-to-know basis”.

In circumstances, where it is not possible to resolve the concern without revealing the whistleblower’s identity, the whistleblower will be advised first, and protective measures will be put in place before proceeding with any investigation. The same consideration of confidentiality should be afforded to the people/persons at the centre of the concern, as far as appropriate.

The best way to raise a whistleblowing concern is to do so openly, and when making a protected disclosure, the whistleblower is asked to give us a name. Reasons for this is so that we can protect your rights, and it’s harder to do this if we don’t know who you are. Additionally, if the nature of the protected disclosure is such that rather than an investigation (or prior to an investigation), immediate action could be taken, this would be agreed with the whistleblower.

At the end of any investigation we would like to tell the whistleblower (as far as the law allows us to), the outcome and steps taken or that we are going to take. We may also want to discuss a proposed action plan with the whistleblower before taking the action.

Although the Council/School Governing Body encourages whistleblowers to provide contact details, they can still raise a concern anonymously and raising a concern anonymously is



preferred to silence about a potential wrongdoing. However, whistleblowers should be aware that if concerns are reported anonymously, they may find it hard to argue that any subsequent unfair treatment was as a result of the whistleblowing.

Potential whistleblowers should be aware that the protection of confidentiality may not apply where an individual intentionally reveals their identity in the context of a public disclosure.

It is recognised that the prospect of whistleblowing can place considerable stress on an individual. If employees are contemplating making a whistleblowing complaint, they may wish to seek advice from a third party such as a trade union representative or Human Resources.

The Council/School suggests a whistleblower wishing to remain anonymous should consider using an anonymous email account so that the Council/School Governing Body can respond and communicate details of the investigation. Anonymous whistleblowers may wish to keep copies of all correspondence to demonstrate that a concern was raised.

Anonymous concerns will be considered under the Whistleblowing Policy, especially concerns raised relating to the welfare of children or vulnerable adults. In relation to determining whether an anonymous allegation will be taken forward the Council/School Governing Body will take the following factors into account:

- the seriousness of the issue raised.
- the credibility of the concern.
- the likelihood of confirming the allegation from attributable sources and obtaining information provided.

If an employee raises a concern following the correct procedure and in the reasonable belief that it is in the public interest, the employee raising the concern will be protected. The Public Interest Disclosure Act (PIDA) protects workers who make a protected disclosure of information concerning certain types of matters relating to their employment, from being dismissed or penalised as a result of the disclosure.



9. Data Protection and Security

The provisions of the Data Protection Act 1998 must be observed during the whistleblowing process, particularly in disclosure, use and processing of personal information.

The Council's/Schools Governing Body processes all reported data in strict compliance with General Data Protection Regulation (GDPR) and Data Protection Act (2018) Policy. Whistleblowing files will be stored, with restricted access. Access will be limited to authorised individuals. To protect privacy and retaliation, the identity of the whistleblower will remain confidential and will be redacted from any third party subject access requests. Case records will be retained following the conclusion of an investigation to meet legal and regulatory requirements and in accordance with the Council's/School's Governing Body Retention Policy in relation to Whistleblowing.

10. How The Matter Can Be Taken Further

External Contacts regarding whistleblowing:

- GOV.UK website: www.gov.uk/whistleblowing
- ACAS: 0300 123 1100 or [Get advice from the Acas helpline | Acas](#)
- Citizen's Advice: www.citizensadvice.org.uk
- Public Concern at Work: 020 7404 6609 or www.pcaw.org.uk
- Education Workforce Council: 02920 460099 or www.ewc.wales
- Care and Social Services Inspector for Wales: 0300 7900 126 or www.cssiw.org.uk
- The Auditor General for Wales: 02920 320500 or [Whistleblowing | Audit Wales](#)
whistleblowing@audit.wales



- Children's Commissioner for Wales: [01792 765600](tel:01792765600) or www.childcomwales.org.uk
post@childcomwales.org.uk
- The Office of the Information Commissioner: 02920 678400 or <https://www.ico.gov.uk>
- The Police
- Your local councillor or AMs or MPs
- Health & Safety Executive: [HSE - Working with Wales: HSE in Wales](#)

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