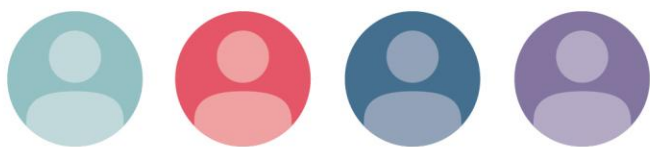




monmouthshire
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Whistleblowing (Joint) POLICY

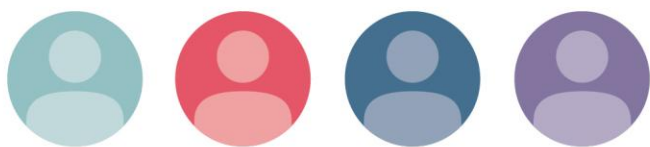




CONTENTS

	Page
1. Policy Brief - When do I use this policy?	3
2. Policy Scope - What does this policy cover?	4
3. Confidentiality	6
4. Support - Who can I contact?	7

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1. Policy Brief - When do I use this policy?

- 1.1 Monmouthshire County Council and school governing bodies are committed to achieving the highest possible standards of conduct and service and the highest possible ethical standards in public life and in all its practices and will treat whistleblowing as a serious matter. Whistleblowing is defined as:

‘The action someone takes to report wrongdoing at work that affects others’
([The law - Whistleblowing at work - Acas 2026](#)).

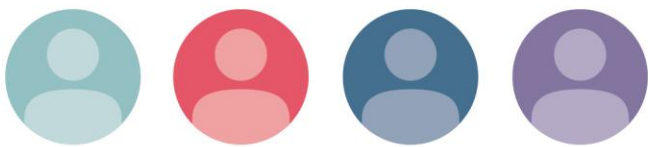
- 1.2 In line with the council and school governing bodies’ commitment to openness and accountability, colleagues and others are encouraged to raise concerns, in a safe environment, about any aspect of the council and/or school’s work which will be taken seriously, investigated, and appropriate action 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.

- 1.3 The Whistle Blowing Policy aligns with our values of:

Openness: We are committed to fostering an open culture where colleagues feel safe and supported to raise concerns. We encourage honest communication and treat all disclosures with seriousness and transparency.

Fairness: We treat every individual fairly and consistently when handling whistleblowing concerns. All disclosures will be considered objectively, without prejudice or bias, and in line with our legal and ethical responsibilities.

Flexibility: We recognise that individuals may require different forms of support when raising concerns. We will take a flexible approach to the process and communication, ensuring that colleagues can speak up in the way that is safest and most appropriate for them.



Teamwork: We work collaboratively across teams and departments to ensure that concerns are addressed effectively and responsibly. We value shared responsibility in creating a safe environment and take collective action to prevent and respond to wrongdoing.

Kindness: We prioritise respectful relationships and clear communications in all interactions, including supporting colleagues who raise concerns under this policy.

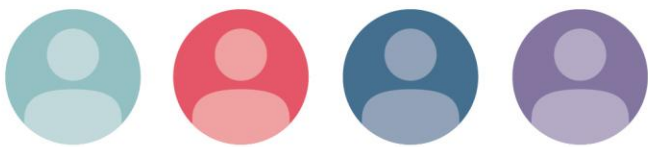
1.4 Monmouthshire County Council recognises its responsibilities under the following legislation:

- Employment Rights Act 1996, as amended
- The Trade Union and Labour Relations (Consolidation) Act 1992
- The Public Interest Disclosure Act 1998
- The Equality Act 2010
- The Bribery Act 2010
- The Enterprise and Regulatory Reform Act 2013
- UK General Data Protection Regulations (UK GDPR) and Data Protection Act 2018
- Employment Rights Act 2025.

2. Policy Scope – What does this policy cover?

2.1 The policy is designed to ensure that colleagues raise any concerns about wrongdoing or malpractice within the Council/ School without fear of victimisation, subsequent discrimination, disadvantage or dismissal. The policy aims to:

- Encourage colleagues to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice, so that they can be properly investigated.
- Provide avenues for colleagues to raise those concerns and receive feedback on any action taken.



- Ensure that colleagues receive a response to their concerns and that they are aware of how to pursue them if you are not satisfied.
- Provide reassurance that colleagues will be protected from possible reprisals or victimisation if they have made disclosure with reasonable belief and within the meaning of the PIDA (Public Interest Disclosure Act 1998, amended by the Enterprise and Regulatory Reform Act 2013).

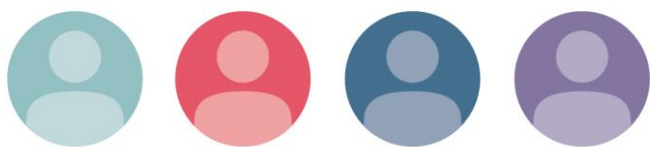
2.2 The policy applies to all:

- Employees of Monmouthshire County Council/School Governing Bodies
- Employees of contractors working for the council/school
- Those providing services under a contract or other agreement with the council/school
- Voluntary workers working with the council/school.

2.3 This Policy should be read in conjunction with the Council's:

- Codes of Conduct for employees and County Councillors
- Dignity at Work Policy and Guidance (Joint)
- Disciplinary Policy and Guidance (Corporate/Schools)
- Resolution and Guidance Policy (Joint) and Guidance (Corporate/Schools)
- Sexual Abuse and Domestic Violence Policy and Guidance (Joint)
- Volunteering Policy (Joint)
- Whistleblowing Guidance (Joint).

2.4 If a colleague is the subject of an employee relations process, ongoing processes will not be halted as result of whistleblowing.



2.5 In its application, this policy seeks to ensure that there is no discrimination against colleagues either directly or indirectly on grounds prohibited by the Equality Act 2010 which covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

3. Confidentiality

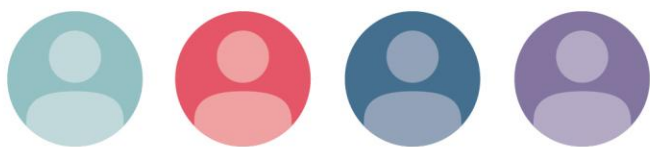
- 3.1 The Council/School Governing Body aims to ensure that whistleblowers feel able to voice whistleblowing concerns under this policy. However, if colleagues wish to raise concerns confidentially, Monmouthshire County Council will make every effort to ensure whistleblowing protections are applied and that the whistleblower(s) identity is not shared with anyone other than those involved in investigation the concerns raised. If it becomes necessary for anyone else to know the identity of the whistleblower(s), to adequately investigate the concerns, this will be discussed with the whistleblower(s) first.
- 3.2 In some circumstances, for example in disciplinary processes, it may not be possible to act because of a disclosure without asking the whistleblower(s) to come forward as a witness(es). If this is agreed to, the whistleblower(s) will be offered advice and support.
- 3.3 The Council/School Governing Body will not place colleagues under pressure to give their name and will give due consideration to proceeding with investigating the concern based on an anonymous allegation.



4.Support – Who can I contact?

- HR Colleagues - humanresources@monmouthshire.gov.uk
- Chief Internal Auditor - 01633 644 644
- External Counselling Service - contact HR Colleagues
- Safeguarding - 01633 644 644
- Trade Union Officer

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Version Control

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Owner	Human Resources
Approved by	TBC
Date	March 2026
Version Number	1. Whistleblowing Policy (2004) 2. Whistleblowing Policy (2013) 3. Whistleblowing Policy (2016) 4. Whistleblowing Policy (2024) 5. Whistleblowing Policy (Joint) (2026)
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Consultation	Head of Litigation and Deputy Monitoring Officer Audit Manager Equality and Welsh Language Manager Trade Union Representatives Workforce Development Manager Head of Systems and Payroll Health and Safety Manager Governance and Audit Committee Safeguarding Manager