

# WHISTLEBLOWING POLICY SUMMARY

The Council's Whistleblowing Policy explains:



## THE TYPES OF ACTIVITY YOU SHOULD REPORT

You should speak out when you have a genuine concern about malpractice, such as:

- Conduct which is a criminal offence or breach of law
- A breach of our Code of Conduct for staff or Councillors
- Abuse towards clients, employees, contractors or the public
- Suspected fraud or corruption
- Damage to the environment
- Failure to follow the Council's policies and procedures

[READ THE FULL LIST ON PAGE 7 OF THE WHISTLEBLOWING POLICY >>](#)

Those with concerns should report them using:

- The Speak Out online form
- The Speak Out email - [speakout@valeofglamorgan.gov.uk](mailto:speakout@valeofglamorgan.gov.uk)
- The Speak Out phone line - 01446 731115

Alternatively, you can report your concerns directly to your Line Manager, or:

- Head of Human Resources (Tracy Dickinson)
- Monitoring Officer (Debbie Marles)
- Chief Executive (Rob Thomas)
- Head of Finance (Matt Bowmer)
- Head of Regional Internal Audit Service (Andrew Wathan)

Concerns can be reported confidentially if preferred.

[PAGES 7/8 OF THE WHISTLEBLOWING POLICY DETAILS HOW TO REPORT CONCERNS >>](#)



## HOW TO RAISE A CONCERN



## PROTECTION & CONFIDENTIALITY

Speaking out or 'whistleblowing' has a positive impact on the organisation, protecting the Council's finances and reputation, while keeping colleagues and customers safe.

The Council **does not tolerate** any harassment or victimisation and will take action to protect those who raise concerns.

UK law protects employees from dismissal, harassment, or victimisation if such treatment occurs as a result of having made a whistleblowing disclosure considered to be in the public interest.

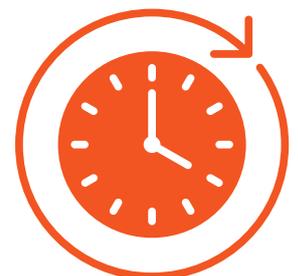
[READ MORE ABOUT THE PROTECTION AVAILABLE TO WHISTLEBLOWERS ON PAGE 5 OF THE WHISTLEBLOWING POLICY >>](#)

The Council's response will depend on the nature of the concern raised.

The Operational Manager Customer Relations will record the allegation on a central register.

Within the next 10 working days the whistleblower will receive an explanation on how the Council proposes to deal with the matter.

[YOU CAN FIND EXAMPLE RESPONSES AND ACTIONS ON PAGE 10 OF THE COUNCIL'S WHISTLEBLOWING POLICY >>](#)



## NEXT STEPS

[You can find the full Whistleblowing Policy on the Speak Out Hub >>](#)