



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

STANDARDS COMMITTEE

REPORT OF THE HEAD OF LEGAL AND DEMOCRATIC SERVICES – MR CRAIG GRIFFITHS

9th September 2024

Matter for Decision

Wards Affected: All Wards

Neath Port Talbot Council Whistleblowing Policy

Purpose of the Report:

1. To provide Members with a copy of the Neath Port Talbot County Borough Council's ("the Council") Whistleblowing Policy and to seek comments or recommendations as Members deem appropriate.

Executive Summary:

2. The Council embarks on a review of the Whistleblowing Policy on a regular basis. A copy of the current policy attached at Appendix 1 for consideration by Members of the Standards Committee and for any recommendations to be made as may be considered appropriate.

Background:

3. One of the remits of the Council's Standards Committee is to oversee the whistleblowing regime in particular in this respect to consider and recommend procedures in respect of the following:
 - (a) Whistleblowing arrangements
 - (b) Anti-Fraud/Corruption or malpractice strategy
4. The Council has adopted a Whistleblowing Policy in line with the requirements of the Public Interest Disclosure Act 1998.
5. In the policy 'Whistleblowing' means the reporting by employees of suspected misconduct, illegal acts or failure to act within the Council. The aim of the Policy is to encourage employees and others who have serious concerns about any aspect of the Council's work to come forward and voice those concerns.
6. Employees are often the first to realise that there may be something seriously wrong within the Council. 'Whistleblowing' is viewed by the Council as a positive act that can make a valuable contribution to the Council's efficiency and long-term success. It is not disloyal to colleagues or the Council to speak up. The Council is committed to achieving the highest possible standards of service and the highest possible ethical standards in public life and in all of its practices. To help achieve these standards it encourages freedom of speech.
7. Importantly the policy also provides protection for workers who report allegations of such malpractice or misconduct.
8. The whistleblowing policy is designed to ensure that all allegations of malpractice or misconduct are thoroughly investigated and suitable action taken where necessary.

9. The policy is intended to encourage and enable workers to raise serious concerns within the Council, rather than overlooking a problem or 'blowing the whistle' outside.
10. The Whistleblowing Policy has recently been updated in content and format as part of a review by the Council's People and Organisational Development section and is not brought before members of the Standards Committee any recommendations to be made as may be considered appropriate

Financial Impacts:

11. No implications.

Integrated Impact Assessment:

12. An Integrated Impact Assessment is not required for this report.

Valleys Communities Impacts:

13. No implications

Workforce Impacts:

14. No implications

Legal Impacts:

15. The Council has adopted a Whistleblowing Policy in line with the requirements of the Public Interest Disclosure Act 1998.

Consultation:

16. There is no requirement for external consultation on this item

Recommendations:

17. That Members note the content of the Neath Port Talbot County Borough Council Whistleblowing Policy and provide any comments or recommendations for consideration as they consider appropriate.

Appendices:

18. Appendix 1 - Neath Port Talbot County Borough Council Whistleblowing Policy

List of Background Papers:

19. None

Officer Contact:

Mr Craig Griffiths
Head of Legal and Democratic Services
Telephone 01639 763767
Email: c.griffiths2@npt.gov.uk