

## **CHESHIRE FIRE AUTHORITY**

**MEETING OF: GOVERNANCE AND CONSTITUTION COMMITTEE**  
**DATE: 29<sup>th</sup> JULY 2020**  
**REPORT OF: DIRECTOR OF GOVERNANCE AND COMMISSIONING**  
**AUTHOR: ANDREW LEADBETTER**

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**SUBJECT: WHISTLEBLOWING ANNUAL REPORT 2019-20**

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### **Purpose of Report**

1. To provide Members with information about whistleblowing for 2019-20.

### **Recommended That:**

- [1] the contents of the Report be noted.

### **Background**

2. "Whistleblowing" is the term used to describe the raising of a concern by a worker who considers that there has been wrongdoing or malpractice by his employer or fellow workers and where it is in the public interest to do so.
3. The legislation, initially introduced in 1998, is designed to reduce malpractice in organisations and to ensure individuals can report malpractice without fear of reprisals. Provided they satisfy certain conditions in the way they report the wrongdoing the law protects workers from dismissal or detriment.

### **Information**

#### **The Authority's Policy and Procedure on Whistleblowing**

4. The Authority has a Whistleblowing Policy and Procedure which was reviewed in July 2016 when changes were made to reflect the recommendations made in the Government's Guidance for Employers and Code of Practice for Whistleblowing. This can currently be found in the Code of Conduct for Employees which is available on the intranet.
5. The Whistleblowing Policy and Procedure was last reviewed in August 2019. Only minor changes were made, updating the contact details of people that whistleblowers were encouraged to approach in order to raise a concern.

### **Whistleblowing Complaints**

6. The Authority has not been contacted by Safecall in 2019-20.

### **Financial Implications**

7. There are no additional resource implications arising from this report.

### **Legal Implications**

8. The policy and procedure seeks to ensure compliance with the legislation and mitigate risks to the Authority's reputation.

### **Equality & Diversity Implications**

9. The policy and procedure minimise the risk of reprisals against those raising concerns and allow possible concerns about discriminatory practices to be raised internally and dealt with appropriately without recourse to litigation.

### **Environmental Implications**

10. There are no environmental implications.

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**BACKGROUND PAPERS: NONE**