



WHISTLEBLOWING POLICY

The Policy

This policy has been created by Ercall Magna Parish Council (we, our, us). It sets out our procedures for the handling of whistleblowing in the workplace.

The policy applies to all employees and councillors alike.

The policy does not form part of a contract of employment.

We may amend the policy from time to time.

Whistleblowing

Whistleblowing is the formal term used to describe a situation where a worker or councillor discloses information about wrongdoing in the workplace.

In legal terms, whistleblowing is called a protected disclosure.

A disclosure qualifies for protection under whistleblowing laws if the worker or councillor who makes the disclosure reasonably believes that:

- a) Making the disclosure is in the public interest (and not a personal grievance) and
- b) Making the disclosure tends to show that past, present or any likely future wrongdoing which falls into one or more of any of the following categories:
 - Criminal offences
 - Failure to comply with a legal obligation
 - Miscarriage of justice
 - Endangering a person's health or safety
 - Damage to the environment
 - Covering up or concealing any wrongdoing which falls into the above categories.

A protected disclosure or blowing the whistle is different to the circumstances where you raise a grievance. If you wish to raise a personal grievance you should raise this in accordance with the grievance policy.

We will provide regular training about whistleblowing on request.

This policy was adopted in May 2024.

The next review will take place in May 2027.