

Decision Maker:	Director of Law & Governance and Monitoring Officer
Decision Title:	Revised Whistleblowing Policy
Decision date:	15 June 2026
Source of delegation:	General delegation under the Council's Constitution - Part 7.2 6.4 (j) following consultation with the Director of Finance and with the Leader and Deputy Leader of the Council, approval of new or amended operational policies and procedures for the governance of the Council, subject to reference being made to the Cabinet where either: (i) they would have material budget or substantive policy implications; or (ii) material concerns about them have been expressed by the employees' representatives.
What decision was made?:	To approve the policy:  The key changes are as follows: <ul style="list-style-type: none"> <li>the legislative change which came into effect on 6 April 2026 (Employment Rights Act 2025 – amendments to Employment Rights Act 1996) in respect of the addition of a standalone protected disclosure category for sexual harassment.</li> <li>an update to contacts/roles at Annex 1.</li> </ul>
Purpose:	To ensure the policy is up to date and appropriate governance arrangements in place.
Reasons:	The current version is out of date and in need of a review and revision.
Other options considered:	N/A