

Appendix A – Summary of Whistle blows 2019/20

Section 1 - 1 April 2019 to 31 July 2019:

During this period 21 concerns were reported using the on line report a concern form. There were no investigations under the whistleblowing arrangements for these matters, the majority being service issues referred to the relevant Council department, to the corporate complaints team or to an external third party.

Examples of these service issues include:

- Drug dealers and alcoholics in parks.
- Noise nuisance from repair and scrap yards.
- Sex and drug activities at a club.
- Nuisance from a car washing.
- Damage caused to neighbouring property by building works.
- Obstruction of the highway by ice cream vans.
- Failure by a registered housing provider to carry out repairs.
- Neighbour nuisance – fire lighting.

Section 2 - 1 August 2019 to 31 March 2020:

During this period 5 concerns were reported, 1 using the on line report a concern form; 2 using the new blow the whistle form, 1 in printed copy by post and 1 by email to the new dedicated whistleblowing inbox and also the whistleblowing hotline.

All 5 matters have been referred for investigation under the whistleblowing arrangements and an anonymised summary of each whistle blow and the current position is set out in the table below:

Ref:	Whistle-blower	Date	Subject	Current Position
001/ 2019	Council employee	09/08/ 19	Misappropriation of Council funds by manager who is alleged to have appointed consultancy organisations in breach of financial regulations.	Investigated by Risk & Audit. Investigator concluded there was a breach of financial regulations resulting in financial loss to the Council. The manager concerned is no longer employed by the Council. The specific extent and nature of the breaches of financial regulations are being clarified in order to determine areas for improvements in operating systems.
002/ 2019	Council employee	06/09/ 19	Issue 1: Duplicate/open ended care packages and incorrect funding arrangements have	Issue 1: The matter was referred to the Head of Risk & Audit. The Corporate Director (Health, Adults & Community) and the Corporate Director (Resources) are seeking to address the issues raised

			<p>been agreed resulting in unnecessary cost to the Council; provision of misleading information about financial accruals; inappropriate amendments to invoices.</p> <p>Issue 2: Bullying of the whistleblower in response to raising these concerns.</p>	<p>and a report has been considered by CLT. On this basis the Head of Risk & Audit does not consider it necessary to investigate further at this stage.</p> <p>Issue 2: The allegations of bullying are currently subject to an investigation under HR procedures. The investigation was delayed due to Covid 19 but is now being actioned.</p>
003/2019	Anonymous - 'concerned members of staff'	11/12/19	<p>Two Council managers alleged to have employed family/close associates without following HR procedures and one manager is also alleged to have claimed wages whilst on holiday.</p>	<p>The Whistleblowing Policy provides that anonymous concerns will not be considered unless there are exceptional circumstances where it is decided that the concern raises a serious issue affecting the public interest and which is capable of investigation without the need to ascertain the identity of the whistleblower.</p> <p>This matter was referred by the Corporate Director (Governance) to the Head of Risk & Audit for investigation and indications are that there is no evidence to support allegation. An interim report is now being prepared to confirm this.</p>
004/2019	Anonymous	28/12/19	<p>Alleged inappropriate conduct of care home manager putting residents at risk. Alleged abuse and neglect of residents by care and nursing staff in the care home.</p>	<p>Closed. Anonymous concerns – criteria for investigation as above 003/2019.</p> <p>This matter was referred by the Corporate Director (Governance) to the Divisional Director (Adult Social Care). A wider safeguarding investigation about concerns at the home was already underway and was expanded to include these whistleblow allegations and an improvement plan is now in place for the care home which is being monitored.</p>
001 A&B/2020		08 And 21/02/20	<p>Council interim manager alleged to have employed a family member and their close associate without following HR procedures. Related alleged breach of data</p>	<p>Anonymous concerns – criteria for investigation as above 003/2019.</p> <p>Following initial consideration of the allegations by the Head of Risk & Audit, the matter has been referred to the relevant Divisional Director for investigation, which is ongoing.</p>

			protection requirements, financial irregularities, inappropriate treatment staff/ ethnic minority staff.	
--	--	--	--	--