

The following is the Whistleblowing page on the Council's intranet site, accessible to all officers and members. A link to this page is always available under Items of Interest on the intranet home page, which has been set as the default page for all staff upon opening their internet browsers. Copies of all linked documents and pages are attached for information, and all officers received hard copies of the brief guide to whistleblowing at least once a year.

Whistleblowing

South Cambridgeshire District Council is committed to dealing responsibly, openly and professionally with any genuine concern you may have about malpractice, be it unacceptable behaviour towards yourself or any of our residents, a danger to you, your colleagues or our residents, financial malpractice, breach of legal obligations we owe others or damage to the environment.

The Council needs your help to deal with such issues. In many cases you or another member of staff may suspect something is going wrong long before management or Members find out about it. In the worst cases this may not be until an accident has happened or serious damage has been caused.

If something at work is troubling you enough for you to mention it to your family or friends, please tell someone here. While we hope you will feel able to raise such a matter with your line manager, we recognise that you may prefer another contact point, or would welcome the chance to discuss your concern with someone in confidence first.

For this reason the Council has a Whistleblowing Policy, [a copy of which is available on In-Site](#). The policy has been prepared in consultation with staff here and with the help of the independent charity, Public Concern at Work. It commits the Council to ensuring that you will suffer no recrimination or victimisation as a result of raising a genuine concern about malpractice. This is true even if your concern later proves to be unfounded. If you wish to raise a concern in confidence, the policy explains how you can do this.

Raising a concern could not be easier: all it takes is an email to [Internal Audit](#) and there is a [simple form on In-Site](#) for you to use to do this. Guidance about what information to provide is given in the policy. All concerns raised will be taken seriously and treated in confidence; the Council will do its best to protect a whistleblower's identity when they do not want their name to be disclosed.

The Council encourages people raising concerns to give their name - concerns expressed anonymously are much less powerful. If you provide your details, we can give you direct feedback on the progress and outcome of any investigations and know whose identity to keep confidential. However, the form on In-Site will send the whistleblowing concern to the Internal Audit Manager anonymously, if desired (just leave the 'Name and contact details' box blank).

A [brief guide to whistleblowing](#) is available. You'll also see some posters on notice boards at the Cambourne and Waterbeach offices. Please take a few minutes to read the policy. If you are unclear about any aspect of it, please raise it with one of the people listed in it.