



## PARISH COUNCIL

### WHISTLE BLOWERS POLICY

#### ***A) INTRODUCTION***

Yalding Parish Council recognises that under certain circumstances, employees are protected from suffering any detriment or termination of employment if they make disclosures about organisations for whom they work.

#### ***B) QUALIFYING DISCLOSURES***

- 1) Certain disclosures are prescribed by law as “qualifying disclosures”. A “qualifying disclosure” means a disclosure of information that the employee genuinely and reasonably believes is in the public interest and shows that Yalding Parish Council has committed a “relevant failure” by:
  - a) committing a criminal offence;
  - b) failing to comply with a legal obligation;
  - c) a miscarriage of justice;
  - d) endangering the health and safety of an individual;
  - e) environmental damage; or
  - f) concealing any information relating to the above.
- 2) These acts can be in the past, present or future, so that, for example, a disclosure qualifies if it relates to environmental damage that has happened, is happening, or is likely to happen. Yalding Parish Council will take any concerns that employees may raise relating to the above matters very seriously.
- 3) We encourage them to use the procedure if they are concerned about any wrong doing at work. However, if the procedure has been invoked for malicious reasons or in pursuit of a personal grudge, then they will be liable to immediate termination of employment or such lesser disciplinary sanction as may be appropriate in the circumstances.

### ***C) THE PROCEDURE***

- 1) In the first instance they should report any concerns they may have to the Chairman of the Parish Council who will treat the matter with complete confidence. If they are not satisfied with the explanation or reason given to them, they should raise the matter with the appropriate official organisation or regulatory body.
- 2) If they do not report their concerns to the Chairman of the Parish Council they should take them direct to the appropriate organisation or body.

### ***D) TREATMENT BY OTHERS***

Bullying, harassment or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable. Anyone found to have acted in such a manner will be subject to disciplinary action.