

BLOWING THE
WHISTLE

ON

**A criminal offence
(fraud, corruption, crime)**

Illegality

**Abuse or ill treatment of vulnerable adults
or children**

**Abuse or ill treatment of any member of
staff or service recipient**

Danger to health and safety

Damage to the environment

Misconduct

Miscarriages of justice

Unauthorised use of public funds

False insurance claims against the council

Serious failure to deliver service

**Deliberate non-compliance to a council
policy, an official code of practice, law or
regulation**

**Deliberate concealment of information
relating to any of the above**

What is whistleblowing?

Barnet Council has developed a Whistleblowing Policy based on the Public Interest Disclosure Act 1998. This means that if you are concerned something wrong or dangerous is happening within the council, you can raise those concerns in confidence and without fear of reprisals. It's really important that you feel able to tell us about your concerns as unless you do, we may not find out until it's too late.

What does the Whistleblowing Policy cover?

Fraud, theft, corruption and other wrongdoing are covered by the policy.

The types of things you could report include:

- a criminal offence (fraud, corruption, crime)
- illegality
- abuse or ill treatment of vulnerable adults or children
- abuse or ill treatment of any member of staff or service recipient
- danger to health and safety
- damage to the environment
- misconduct
- miscarriages of justice
- unauthorised use of public funds
- false insurance claims against the council
- serious failure to deliver service
- deliberate non-compliance to a council policy, an official code of practice, law or regulation
- deliberate concealment of information relating to any of the above.

What do I do if I see wrongdoing?

Raise the concern with your line manager if possible. However, if you prefer to you can contact the Whistleblowing Officer, Val Lambe on the 24 hour Whistleblowing hotline **020 8359 6123** or email **whistleblowing@barnet.gov.uk**

All calls will be treated in the strictest of confidence.

Concerns can also be raised in writing, addressed to:

The Whistleblowing Officer
Corporate Anti Fraud Team
2nd Floor, Building 4,
North London Business Park,
Oakleigh Road South
London N11 1NP

We encourage you to give your name when you make an allegation as concerns raised anonymously tend to be far less effective.

If you feel that you cannot reveal your identity, the Whistleblowing Officer will need to decide whether or not to consider the matter.

This decision will be based on the seriousness of the matter, whether the concern is believable and whether we can carry out an investigation based on the information you have provided.

Is there anything else I need to do?

Write down any important information and keep it safe – for example, notes of a conversation, who was there, when it happened, dates and times etc.

This type of information can prove valuable as evidence later.

- let us know if you can see a way to put things right
- keep calm – you are doing the right thing!

Who else could I contact to talk this over with?

You can contact the Director of Corporate Governance, Jeff Lustig, on **020 8359 2008**. Alternatively, you could contact Public Concern at Work, an independent charity providing free advice for employees who want to express their concerns on **020 7404 6609**. You could also contact the Audit Commission Public Interest Disclosure Act Hotline on **0845 052 2646**.

So can I report simply anything?

The Whistleblowing Policy isn't an excuse for malicious or false allegations. Anyone raising a concern must believe it to be largely true, and should not be looking for personal gain.

Where can I find out more?

A full copy of the Whistleblowing Policy can be found in the Staff Guide and on the council's intranet.

Corporate Anti Fraud Team

2nd Floor, Building 4, North London Business Park

Oakleigh Road South, London N11 1NP

Whistleblowing hotline 020 8359 6123

email: whistleblowing@barnet.gov.uk

fax: 0870 889 6808