

59059 Whistleblowing Policy Updates

Current whistleblowing policy:

The latest version (PDF or URL) and the date of last approval/update.

This is available on the Council's [website](#).

Eligibility definition:

Whether the policy explicitly includes office holders, non executive directors, board members of ALEOs, volunteers, contractors, agency workers, and secondees, in addition to employees and former employees.

If not included, please confirm the groups covered and any exclusions.

The applicability of the policy is set out at section 3, as follows:

3.1 - This Policy applies to all to all workers within the meaning of the Public Interest Disclosure Act 1998 and the Employment Rights Act 1996, including employees and workers, persons contracted to personally provide services to the Council, persons undergoing training or work experience as part of a training course, and agency workers (referred to as "colleagues").

3.2 - This Policy also applies to elected members should they wish to raise a Whistleblowing disclosure.

Post 2019 changes:

Any policy revisions since October 2019 that widened eligibility or adjusted reporting routes in light of ECHR compatibility or the Gilham judgment.

Copies of relevant committee papers, legal advice summaries, or decision records supporting these changes (redactions acceptable where necessary).

The [policy and toolkit](#) were revised in February 2024 following full consultation with our trade union members. Page 12 of the policy details previous committee papers in relation to changes made to any such policies.

Alternative reporting routes for conflicts:

Whether the policy provides independent or conflict free routes (e.g., Monitoring Officer, Internal Audit, external hotline) where concerns involve councillors or ALEO boards.

If yes, please supply the text or guidance describing these routes.

Alternative reporting routes are set out at section 5, as follows:

5.2 - You can also raise concerns with the Council's Monitoring Officer's Team, orally or in writing. Contact details can be found on the Whistleblowing page on the Orb.

5.3 - You can also contact the external 'Whistleblowing Hotline' 24/7. This is maintained by Safecall, which is a separate and independent organisation. Safecall can be contacted via 0800 587 8770; cec@safecall.co.uk; www.safecall.co.uk/city-of-edinburgh-council

Training and communication:

Details of any training provided since 2019 to councillors, ALEO board members, or senior officers on whistleblowing eligibility and conflicts.

The date(s) and materials (agenda/slide deck summaries acceptable).

A Whistleblowing e-learning module has been available for all colleagues since early 2024. The module was created and published in an online learning environment. Topics covered in the learning are:

- I. What is whistleblowing
- II. Good conversations
- III. Making a disclosure
- IV. Support for you
- V. The role of a manager