

63072 Whistleblowing Process

How many incidences of whistleblowing has City of Edinburgh Council recorded in each of the last five financial years (please break down by year, 2021/22, 2022/23, 2023/24, 2024/25, 2025/26)?

Whistleblowing disclosures are recorded by calendar year, not financial year. Numbers of disclosures per year are published publicly as annual reports to the Governance, Risk and Best Value Committee:

- [Annual report for period 1st January 2024 to 31st December 2025 \(Scroll down to Whistleblowing Annual Report 2025 and click the drop down arrow\).](#)
- [Annual report for period 1st January 2024 to 31st December 2024.](#)
- [Annual report for period 1st January 2023 to 31st December 2023.](#)
- [Annual report for period 1st January 2022 to 31st December 2022.](#)
- [Annual report for period 1st January 2021 to 31st December 2021.](#)

Does your whistleblowing policy encourage or direct whistleblowers to raise concerns with a 'prescribed person' (as defined under the Public Interest Disclosure Act 1998)? If so, please specify which prescribed person(s) are referenced.

The Council's [Whistleblowing Policy & Toolkit](#) is available on our website. Please see points 5.1, 5.2, and 5.3 of the policy for this specific question.

Does your whistleblowing policy or process guarantee anonymity to individuals who raise a concern? If so, please provide a copy of the relevant section of the policy addressing this.

The Council's [Whistleblowing Policy & Toolkit](#) is available on our website. Please see point 9.2 of the policy for this specific question.

Does your whistleblowing policy include a non-recrimination or non-retaliation provision, protecting whistleblowers from detriment or reprisal as a result of raising a concern? If so, please provide a copy of the relevant section of the policy addressing this.

The Council's [Whistleblowing Policy & Toolkit](#) is available on our website. Please see points 9.2.4 and 11.1 - 11.5 of the policy for this specific question.

Has your internal whistleblowing policy been subject to any external review, audit, or assessment (by an external body, auditor, regulator, or independent consultant) within the last five years? If so, please provide:

The name of the body/organisation that conducted the review.

The date of the review.

A copy of any resulting report or summary of findings, subject to any applicable exemptions.

[Pinsent Masons LLP](#) conducted a full review of the Council's whistleblowing policy and toolkit in 2022/2023. This resulted in full consultation with Trade Union members and the introduction of the revised Whistleblowing policy and Toolkit in January 2024.

Kevin Dunion (external consultant) conducted an Independent Review of the Council's Handling of Allegations of misconduct in June 2025. While the Whistleblowing Policy and Toolkit was not the primary focus of the review, he did consider the Whistleblowing Policy as part of his considerations and make some relevant recommendations.

In terms of reviews by the Council's Internal Audit Team, the implementation of Whistleblowing actions was audited in March 2025. In line with the Tanner Review, a further review is being undertaken this year.

The details of the review by Pinsent Masons LLP are subject to legal professional privilege.