

Thame Town Council

Whistle Blowing Procedure

1. If you believe that the council is involved in any form of wrongdoing such as:

- committing a criminal offence
- failing to comply with a legal obligation
- endangering the health and safety of an individual
- environmental damage
- concealing any information relating to the above

you should in the first instance report your concerns to the Town Clerk who will treat the matter with complete confidence. If you are not satisfied with the explanation or reason given to you, you should raise the matter with the appropriate organisation or body, e.g. the Police, the Environment Agency, Health and Safety Executive or Social Services Department.

2. If you do not report your concerns to the Town Clerk you may take them direct to the Mayor or appropriate organisation or body.

3. The Public Interest Disclosure Act 1998 prevents you from suffering a detriment or having your contract terminated for 'whistle-blowing' and we take very seriously any concerns which you may raise under this legislation.

4. We encourage you to use the procedure if you are concerned about any wrong doing at work. If you use this policy to raise a concern which you reasonably believe to be in the public interest, we assure you that you will not suffer any form of retribution or detrimental treatment.

5. Any employee who criticises, bullies or victimises a fellow employee by reason of their whistle-blowing will be liable to disciplinary action up to and including dismissal, depending on the seriousness of the conduct.