

---

**Audit Committee – 8<sup>th</sup> December 2025**

**Report of the Monitoring Officer**

**Whistleblowing Policy**

**Purpose of Report**

1. To monitor the operation of the Whistleblowing Policy and provide information on Whistleblowing referrals.

**Recommendation**

2. It is recommended that the Committee note the operation of the Whistleblowing Policy to date.

**Background**

3. Within its terms of reference the Audit Committee is responsible for advising the Council on its Whistleblowing reporting policy and monitoring its operation.
4. The Policy was first introduced in July 1999 and was last updated and approved by Audit and Standards Committee at its meeting on 14<sup>th</sup> September 2024. A copy of the current policy is attached. See Appendix A. The Policy has been previously circulated to Human Resources and Audit colleagues, Union Representatives and maintained Schools Heads and Directorates.
5. In my capacity as Monitoring Officer I regularly monitor the operation of Policy by surveying.

6. There have been 14 reports of use of the Policy since April 2025. Details on these 14 reports are included in the report that is to be presented in private session.
7. Generally Directorates make use of briefings, emails, Newsletters, Corporate Communications, management meetings, posters on noticeboards, annual reminders and the induction process.
8. Whistleblowing posters will be made available in prominent work areas.

### **Finance**

9. There are no financial implications arising from this report.

### **Law**

10. The relevant legislation is contained in the Public Interest Disclosure Act 1998 which affords statutory protection for whistle-blowers.

### **Risk Management**

11. The Whistleblowing Report and Policy does not create any risks for the Council, but by having a Whistleblowing Policy it does help for potentially serious issues to be identified and addressed.

### **Equality Impact**

12. This report takes into account the Council's policy on equality and diversity.

### **Human Resources/Organisational Development**

13. This policy has been circulated and consulted upon with Human Resources/Organisational Development.

### **Commercial/Procurement**

14. There are no commercial/procurement considerations associated with this report.

### **Environment/Climate Change**

15. There are no environmental/Climate change issues arising from this report.

## **Council Plan**

16. The Whistleblowing Policy forms part of the Council's overall governance arrangements. Effective governance and control and control are essential to underpin the successful delivery of the Council's high priority to improve the organisation.



A handwritten signature in black ink, appearing to read 'Aftab Razzaq', is written over a horizontal line. The signature is stylized and somewhat illegible.

Aftab Razzaq  
Monitoring Officer

Contact Officer: Aftab Razzaq  
Telephone: 01384 816542  
Email: [aftab.razzaq@dudley.gov.uk](mailto:aftab.razzaq@dudley.gov.uk)

### **List of Background Papers**

Various emails from Directorates