

Ynysawdre Community Council

Cyngor Cymuned Ynysawdre

Employee Whistle Blowing Guide

Canllaw Chwythu'r Chwiban Gweithwyr

Adopted 10 July 2018

Ynysawdre Community Council is committed to protecting employees who act as 'whistleblowers' by reporting wrongdoings within the Council.

Whistleblowers are protected by law and shouldn't be treated unfairly or dismissed. Concerns can be raised at anytime about an incident that happened in the past is happening now or in the near future. Whistleblowers are protected by law if they report

- A criminal offence i.e. fraud, theft
- Someone's health and safety are in danger
- Risk or actual damage to the environment
- Miscarriage of justice
- The council is breaking the law e.g. does not have the right insurance
- Someone is covering up and wrongdoing.

Personal grievances e.g. bullying, Harassment and discrimination are NOT covered by whistle blowing law. Disclosures do not have to be made in good faith but must be in the public interest to be protected.

Employees should be confident that in the event of any disclosure made they are treated in a way that makes them feel that their concerns will be dealt with promptly and effectively. The bullying, harassment and discrimination of employees who act as 'whistle blowers, will not be tolerated.

