

WHISTLEBLOWING IN WIGAN – FAQs

TO BE READ IN CONJUNCTION WITH WIGAN COUNCILS WHISTLEBLOWING POLICY

Is Whistleblowing the same as making a complaint?

Whistleblowing is reporting a concern at work which is about malpractice, working conditions or employment rights. It may be about a serious wrong doing or a dangerous/ criminal activity which is affecting others. Whistleblowing differs from a complaint or a grievance as this is usually about an individual's own position.

A Whistle-blower is not normally expected to prove the malpractice.

Can a concern be raised in confidence or anonymously?

Concerns raised anonymously tend to be less powerful as this restricts an investigating officer in the collation of evidence and further information needed to prove a case. Anonymous allegations will be considered at the discretion of the council.

Workers may request confidentiality and the Council will aim to protect identity as far as possible. This may not always be possible in the event of a police investigation where witness statements etc. are presented as evidence.

What about Bullying and Harassment?

Workers are often concerned about possible reprisals when they Whistle blow. Employers have a duty to protect individuals and must evidence that they have taken steps to do so. Proactive management to build/rebuild working relationships/teams after a concern has been raised (whistle has been blown) is necessary, with appropriate support and advice from HR, Trade Unions etc. It is always best to anticipate repercussions or reprisals and to take action to nip these types of behaviour in the bud.

What do I do about a concern?

In the first instance you should raise your concern with your line manager (unless it is about them). In the event of this not being possible, the Assistant Directors in both Children's Service and Adult Safeguarding will take such concerns/disclosures seriously.

Staff may seek advice support from their Union representatives <http://thehub/MyEmployment/Working-life/Support-contacts/Trade-unions.aspx> and in the case of children being at risk professionals may contact the new –

NSPCC Whistleblowing Helpline 0800 028 0285

Do I have a responsibility to report my concerns?

The Health Care Professionals Council (HCPC) Standards of Conduct, Performance and Ethics states that registrants must:

Report concerns about safety

7.1 You must report any concerns about the safety or well-being of service users promptly and appropriately.

7.2 You must support and encourage others to report concerns and not prevent anyone from raising concerns.

7.3 You must take appropriate action if you have concerns about the safety or well-being of children or vulnerable adults.

7.4 You must make sure that the safety and well-being of service users always comes before any professional or other loyalties.

The Deal for Wigan states that as a Wigan employee or resident you will be expected to

- Be positive:
- Be courageous:
- Be accountable:
- Take pride in all that you do
- Be responsible for making things better
- Be open to doing things differently

The Wigan Safeguarding Children's Board | Multi Agency Escalation process also requires individuals to take action if they have concerns relating to harmful behaviour

<http://greatermanchesterscb.proceduresonline.com/>