

# WITHAM FOURTH DISTRICT INTERNAL DRAINAGE BOARD

## WHISTLE BLOWING CONFIDENTIAL REPORTING CODE

### 1. POLICY AIM

The aim of this policy is to maintain a working environment where people, whether they are employees of the Board, suppliers, contractors, members or private individuals or opted in to committees of the Board, are able to raise concerns where they think these are misconduct or malpractice, and to know that their concerns will be taken seriously and investigated. This policy is intended to give confidence to employees to whistle blow and, in such, it incorporates statutory provision for protection under the Public Interest Disclosure Act 1998. Members of the public may also have concerns. We have produced this whistle-blowing policy not only to help our staff but we have also published this document on our website to enable the public to contact us with their concerns.

### 2. OUR COMMITMENT

The Board attaches high priority to ethical standards and probity and is committed to taking appropriate action where misconduct or malpractice is identified. We are committed to being open, honest and accountable. The Board will protect both former and current staff from being punished for raising concerns about misconduct or malpractice provided that allegations are made in good faith and without malicious or malicious intent.

The following are affected by this policy:

- All former and current employees including part time, agency and temporary staff.
- Members of the Board
- Private individuals or opted in to committees of the Board.
- Suppliers and those providing services under a contract whether working for the Board on Board premises or their own premises.

### 3. INTRODUCTION

Employees are often the first to realise that there may be something seriously wrong within the Board. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or to the Board. They may also fear harassment or victimisation. In line with the policy statement, we encourage employees and others that we work with, who have serious concerns about any aspect of the Board's work, to come forward and raise those concerns. It is recognised that most cases will be confidential. We wish to make it clear that they can do so without fear of victimisation, subsequent discrimination or disadvantage. This 'Whistle Blowing – Confidential Reporting Code' aims to encourage and make it possible for employees to raise serious concerns within the Board, rather than contacting a politician or 'blowing the whistle' outside of the Board.

### 4. AIM AND SCOPE OF THE POLICY

This policy aims to:

- encourage anyone to feel confident in raising serious concerns and to question and act on their concerns about practice.
- provide assurance for anyone to raise those concerns and receive feedback on any action taken.
- make sure that anyone receives a response to their concerns and that they are aware of how to pursue them if they are not satisfied.
- reassure anyone that they will be protected from possible reprisals or victimisation if they have a reasonable belief that they have made any disclosure in good faith.