



Whistleblowing Policy

The Public Information Disclosure Act (1998) applies to the public, private and voluntary sectors. It aims to improve accountability and good governance in all organisations by assuring workers concerned about malpractice that it is safe to raise their concerns.

To this end Lincolnshire County Council has produced a 'whistleblowing' policy document that is intended to encourage and enable anyone who works for or on behalf of the Council to raise serious concerns within the Council rather than overlooking a problem and to make it clear that reporting will happen without fear of reprisal.

Examples of issues which might be raised, would include,

- a) conduct which is an offence or a breach of law
- b) disclosures related to miscarriage of justice
- c) health and safety risks, including risks to the public as well as other employees
- d) damage to the environment
- e) the unauthorised use of public funds
- f) possible fraud or corruption
- g) sexual or physical abuse of clients
- h) unethical conduct

Or it may be something that,

- a) makes you feel uncomfortable in terms of known standards
- b) is against the official policies
- c) is unlawful
- d) amounts to improper conduct.

This Policy provides for the following stakeholders to raise concerns arising from reasonable suspicion of malpractice within or relating to the Council, Employees, school governors, members, partners and those contractors working for the Council on Council premises, e.g. agency staff, builders, and drivers. It also covers suppliers and those providing services under a contract with the Council in their own premises, for example care homes. It has been discussed with the relevant trade unions and has their support.

A full copy of the 'whistleblowing' policy and supplies of promotional leaflets & cards are available on the Lincolnshire County Council website <https://www.lincolnshire.gov.uk/local-democracy/how-the-council-works/key-plans-and-strategies/whistleblowing-policy/111773.article> or by contacting:- whistleblowing@lincolnshire.gov.uk

Review: This is a summary of the Lincolnshire County Council Whistleblowing policy. It was adopted by Frances Olive Anderson CE Primary School FGB May 2026. To be reviewed in May 2028.