

## MTCBC SAFEGUARDING REVIEW COMBINED SELF ASSESSMENT – QUESTION 5

<b>QUESTION 5: DOES THE COUNCIL COVER UP INFORMATION AND SILENCE WHISTLE BLOWERS?</b>							
<b>OUTCOME STATEMENT</b>		<b>LEVEL</b>			<b>REASONS FOR LEVEL IDENTIFIED</b>	<b>EVIDENCE</b>	<b>AREAS FOR DEVELOPMENT</b>
		<b>SLG</b>	<b>CAB</b>	<b>SF</b>			
5.1	The Council's Whistle-Blowing policy and processes are appropriate and fit for purpose	3	0	1	<p>SLG - The policy has been updated following legislative changes</p> <p>CAB - The Cabinet does not have enough evidence to assess this, therefore a low score for the entire question may be appropriate. No data is made available to Cabinet members.</p> <p>SF - Lack of awareness in general, some are aware or may not know what the policy involves.</p>	<p>WAO Feedback</p> <p>Self Evaluation</p> <p>Council approved policy</p>	<p>Carry out annual reviews</p> <p>Reports on whistle blowing to be presented to Cabinet.</p> <p>Raise awareness with all staff</p>
5.2	All staff are made aware of the Policy and are encouraged to make use of it and comply with the outcomes	3		0	<p>SLG - WAO feedback and previous investigations demonstrate this</p> <p>Action plan from WAO in development</p> <p>SF - Not enough awareness to be able to respond to the other questions in this section.</p>	<p>Anti-fraud line</p> <p>Staff handbook</p> <p>Schools constitution</p> <p>Social Services training</p>	<p>Broaden training and awareness raising</p> <p>Issue shortened explanatory version of policy</p>
5.3	Cases of whistle-blowing are dealt with appropriately, in line with the agreed policy	4		0	<p>SLG - Independent review and case reports demonstrate this</p> <p>SF - Safeguarding may be via adult and child protection policies rather than the whistle blowing policy</p>	<p>Case Reports</p> <p>WAO report</p> <p>PWC feedback</p>	<p>Annual report to Council and Standards Committee</p>

5.4	Staff are confident and comfortable enough to make use of the policy in legitimate circumstances without fear of reprisal, but there are sanctions for misuse	3		0	<p>SLG - Circumstances of cases are investigated effectively</p> <p>SF - Staff may be comfortable to raise concerns if they were aware of the policy</p>	Circumstances of cases investigated	<p>Training and awareness raising</p> <p>Use of staff forum and staff survey</p>
5.5	The Council takes steps to investigate cases appropriately and bring to a conclusion	4		0	<p>SLG - Demonstrated through independent review case reports</p> <p>SF - Part of the SS culture but a lack of understanding of what whistle blowing means</p>	<p>Case files</p> <p>WAO report</p> <p>PWC feedback</p>	<p>Keep under continual review</p> <p>Training and staff awareness needed</p>
5.6	Whistle blowers are treated fairly when raising valid concerns	3		0	<p>SLG - Demonstrated through case reports</p> <p>SF - Staff are not protected</p>	Case files	Implement WAO action plan