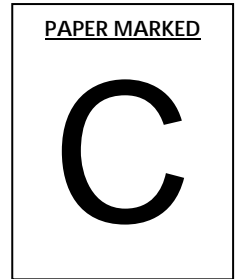


**POLICE AND CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**



Report of	CHIEF CONSTABLE
Subject	WHISTLEBLOWING AND CONFIDENTIAL REPORTING
Date	FRIDAY 23 SEPTEMBER 2016 – 2:00 p.m.
Author	MR JIM HOLYOAK

Purpose of Report

1. The purpose of this report is to explain the differences between the Force whistleblowing procedure and the confidential reporting procedure, how it is made available to staff and the ownership for the respective procedures and responsibilities.

Recommendation

2. The committee are invited to note the contents of each procedure and make recommendation in respect of their format, breadth and availability.

Introduction

3. Leicestershire Police has two similar yet distinct procedures which support the confidential reporting of:
 - Criminal offences
 - Breaches of a legal obligation
 - Miscarriages of justice
 - Damage to the environment
 - Financial impropriety
 - Deliberate covering up of information
 - Intentional or reckless interference with equipment provided for health and safety purposes.
4. Both procedures derive their legal basis from the Public Interest Disclosure Act 1998; both encourage and support open disclosure albeit through alternative mechanisms.
5. The confidential reporting procedure is based upon external guidance from organisations such as Amnesty International and is specifically intended to

NOT PROTECTIVELY MARKED

provide an internal and confidential reporting mechanism for staff criminality and misconduct. This is commonly referred to as “Bad Apple”.

6. This procedure is owned by the Deputy Chief Constable and Head of Professional Standards (Appendix A).
7. This procedure is readily available with on the Force intranet with relevant confidential links and explanation. Between April 2015 and March 2016 this mechanism was used by officers and staff to confidentially report concerns on 22 occasions (Appendix B). The “Bad Apple” page has been viewed nearly 2000 times and has periodically been advertised on internal media.
8. Additionally, following representations from Trade Unions, the Chief Constable introduced a “whistle blowers” procedure in 2015. This is specifically aimed at internal management malpractice or impropriety outside of grievance or misconduct procedures and aims to protect staff from victimisation and reprisal should they raise public interest concerns.
9. This procedure is owned by the Chief Constable and Deputy Chief Constable (Appendix C).
10. Whilst there is no specific number of such disclosures, all Employment Tribunal applications afford staff and officers legally protected status.
11. Both procedures describe other ways in which disclosures can be made.

Implications

Financial :	None.
Legal :	Public Interest Disclosure Act 1998.
Equality Impact Assessment :	In place.
Risks and Impact :	None.
Link to Police and Crime Plan :	Public Confidence

List of Appendices

Appendix 1 – Confidential Reporting Procedure
Appendix 2 – Bad Apple disclosures
Appendix 3 – Whistle blowing procedure

Person to Contact

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