

## Appendix 3

### Whistleblowing cases closed 1<sup>st</sup> April 2022 to 20<sup>th</sup> October 2022

#### Growth & Regeneration

Service Area	Allegation	Outcome
Natural and Marine Environment	Anonymous report that an employee is channelling work to a friend without going through the correct process.	Corruption not established but the service area has now introduced a new filing system and a more structured approach to record keeping particularly in relation to raising orders and paying invoices. All employees working in this service area have received additional training on how to procure work and have completed fraud awareness training.
Housing Management & Estates	Failure by management to address Health & Safety concerns at a City Council owned block of flats	After a further meeting with management the 'whistleblower' is satisfied that their concerns are being taken seriously and that management action will follow.
Traffic & Highways Maintenance	Anonymous report that an employee had abused his position of trust within the City Council by unfairly getting jobs for three family members.	Allegation found to be unsubstantiated. Following enquiries, the employee has completed a new Code of Conduct Declaration declaring his relationship with his family members.
Housing Management & Estates	Failure by management to recognise and address the negative impact on the mental health of Housing Officer caused by the additional work they are expected to carry out.	Unions have raised this issue with Housing & Landlord Services, and it now forms part of an employment dispute.
Housing Management & Estates	Failure by Housing & Landlord Services to acknowledge and observe ethical standards of behaviour in its dealings with Bristol County Court.	This allegation seemed to relate to one specific incident in which a City Council employee was alleged to have either misled the County Court or committed a data breach. Based on available information no conclusion could be drawn as to whether the court had actually been misled.
Business Innovation	The correct process is not being followed in relation to the allocation of work to contractors under the terms of the 'Removal of Asbestos Framework'.	Concern found to be unsubstantiated.

## Resources

Service Area	Allegation	Outcome
Legal Services	Allegation of differing treatment of a service user in a racially minoritised group, to the treatment of a white service user.	Allegation found to be unsubstantiated.
Procurement & Contract Management	Employee has an undeclared 'conflict of interest' with an organisation with which the City Council has a contract. Fraud and undue influence by the employee also suspected.	No evidence of corruption or undue influence has been established. However, a perception was held by some contractors and some City Council colleagues that the employee had a conflict of interest. Appropriate action has been taken to address the perceived conflicts of interest.
Human Resources	Failure by Human Resources to follow ACAS guidance on good practice when handling grievances submitted by City Council employees.	The process complied with existing BCC policy. Human Resources have however agreed to amend the Code of Conduct for Investigations and the Grievance Resolution Policy in line with the latest ACAS good practice guidance.

## Adults & Communities

Service Area	Allegation	Outcome
Intermediate Care, Reablement & Regulated Services	Anonymous report that two members of staff, employed at a City Council run care home, are bullying an unnamed junior member of staff.	Matter referred to Intermediate Care, Reablement & Regulated Services Management and to Adult Safeguarding

## Children & Education

Service Area	Allegation	Outcome
Safeguarding & Area Services	Anonymous report that a City Council employee had breached 'lockdown regulations' by organising and attending two gatherings on Bristol City Council premises.	This had been reported previously but was reported again when the Central Government 'party-gate' issues emerged. An earlier inspection by Heath and Safety had concluded that the site was operating in accordance with regulations at the time.
Permanency & Specialist Services	Concerns about how employees are being managed (no further detail provided).	Following further dialogue with management the 'whistleblower' is satisfied that their concerns are being addressed.

## Schools

Service Area	Allegation	Outcome
School	Multiple management failings by a School Leadership Team including bullying and harassment of staff, the promotion of 'favoured staff' and failing to provide adequate support to families.	Following an investigation two members of the School Leadership Team resigned. The findings in this case have also been referred to the Teaching Regulation Agency which has responsibility for the regulation of the teaching profession.