

Appendix 2 - Whistleblowing Outcomes 2022 – 2023

No	Details of Allegations	Outcome	Information Source	Date Closed	Directorate
1	Favouring of contractor and not following proper procurement process.	Corruption unsubstantiated - report Issued	Internal - Whistleblower	28/Apr/2022	Growth & Regeneration
2	Allegations regarding a headteacher in relation to staff intimidation, negligence, and toxic environment. Resigned prior to a disciplinary hearing which concluded gross misconduct. Teaching Regulation Agency also informed.	Proven - Dismissal	Internal - Whistleblower	25/Jul/2022	Children & Education
3	Claim of racism arising from the treatment of tenant. The informant also claimed to have been unfairly treated because of their ethnicity and were inadequately briefed ahead of a court hearing.	Unsubstantiated	Internal - Whistleblower	29/Apr/2022	Resources
4	Regulations breached in the procurement of a new telephony system.	No misconduct identified - report with recommendations issued and agreed	Internal - Whistleblower	15/Dec/2022	Growth & Regeneration
5	Concerns regarding Housing and Landlord services debt recovery and possession action during lockdown.	Unsubstantiated	Web form/email named	27/Jan/2023	Resources
6	Allegation of corruption and conflicts of interest.	Not substantiated but management report issued and conflict of interest training provided to the relevant Service.	Web form/email named	29/Jul/2022	Resources
7	Housing and Landlord Services failing to ensure the required ethical standards are met in dealings with the court. Grievance and appeal process not following best practice.	Ethical standard claim unsubstantiated and minor amendments made to the Grievance process.	Internal - Whistleblower	07/Oct/2022	Growth & Regeneration
8	Allegation of employee having committed theft from previous employer.	Proven - employee dismissed in probationary period.	Internal - Whistleblower	16/Feb/2023	Growth & Regeneration

9	Failure by management to address the negative impact on the mental health of Housing Officers caused by the changes to work practices.	Closed – Assessed to be part of an employment dispute.	Internal - Whistleblower	07/Oct/2022	Growth & Regeneration
10	Repeat allegations on breach of lock down regulations at a City Council office	Closed – as investigated previously.	Internal - Whistleblower	15/Sep/2022	Children & Education Directorate
11	Manager abused position by appointing family members to Bristol City Council and then facilitating their promotion.	Unsubstantiated	Webform/email anonymous	26/Aug/2022	Growth & Regeneration
12	Councillor and officer corruption in the favouring of a contractor in exchange for money and gifts.	Unsubstantiated.	Webform/email anonymous	01/Mar/2023	Growth & Regeneration
13	Multiple allegations about Housing & Landlord Services management and treatment of staff, poor rent arrears, void management and undeclared conflict of interest.	No misconduct identified. Audit reviews planned in 2023/24 to cover debt and void management.	Webform/email anonymous	02/Dec/2022	Growth & Regeneration
14	Departmental restructuring, which was poor value for money and provided an opportunity for a manager to promote his friends.	Unsubstantiated.	Internal - Whistleblower	06/Mar/2023	Adults & Communities
15	Correct procurement procedures not being followed resulting in all asbestos removal work being allocated to a single organisation.	No evidence that the correct procedure was not being followed.	Webform/email anonymous	10/Oct/2022	Growth & Regeneration
16	Manager failing to address multiple areas of concern including Health and Safety issues.	Case closed as the informant later stated that their concerns were being addressed.	Internal - Whistleblower	09/Aug/2022	Growth & Regeneration
17	Anonymous allegation regarding bullying of a young Bristol City Council employee by their colleagues at a care home. The employee concerned was also not named.	Case closed as alleged perpetrators and the employee were not named. Matter referred to Adult Safeguarding and the relevant management.	Internal - Whistleblower	24/Aug/2022	Adults & Communities
18	Call to the Whistleblowing reporting line – no details of concerns but contact details provided.	Following discussion with the Whistleblower, they felt that the unstated issues were being resolved and there was no need to pursue.	Internal - Whistleblower	14/Oct/2022	Children and Education
19	Employee claimed Clean Air Zone exemption when not entitled.	Proven but also error in checking process - warning given.	Internal - Whistleblower	23/Mar/2023	Growth & Regeneration