

# Whistleblowing

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Whistleblowing is the term used when a person passes on information concerning wrongdoing. The wrongdoing is typically (though not necessarily) something they have witnessed at work.

To be covered by whistleblowing law, the whistleblower must reasonably believe that they are acting in the public interest (personal grievances and complaints are not usually covered) and that the disclosure shows past, present or future wrongdoing in one or more of the following categories:

- criminal offences (eg financial impropriety such as fraud)
- failure to comply with a legal obligation
- miscarriages of justice
- endangering of someone's health and safety
- damage to the environment
- covering up wrongdoing in the above categories

Whistleblowing law is located in the Employment Rights Act 1996 and protects employees who 'blow the whistle'.

Those with serious concerns about any aspect of the Council's work and/or the behaviour of officers and elected members (Councillors), should voice those concerns and it is recognised that certain cases will have to proceed on a strictly confidential basis.

The Council's [Whistleblowing Policy](#) provides protection for individuals who make such disclosures and explains how these will be investigated.

Providing contact details for any whistleblowing allegation helps us clarify information and request evidence to support the investigation if required. Concerns raised anonymously will be considered depending on the credibility of the information provided.

We encourage the reporting of allegations made in good faith, but we will take action against anyone deliberately making false or malicious allegations which damage our reputation or that of our employees.

## Report your concerns:

- Complete the [Whistleblowing Form](#) online
- Email [whistleblowing@highland.gov.uk](mailto:whistleblowing@highland.gov.uk)  
Telephone the hotline on 0800 854183
- Write to our Corporate Fraud Team at Highland Council Headquarters, Glenurquhart Road, Inverness, IV3 5NX