

Meeting: Audit Committee

Date: 25 February 2025

Wards Affected: All

Report Title: HR Investigations and Whistleblowing

**Cabinet Member Contact Details: Councillor Alan Tyerman,
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**Director/Assistant Director Contact Details: Matthew Fairclough-Kay – Matthew
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1. Purpose of Report

- 1.1 The purpose of this report is to provide a high-level summary of the number of HR investigations and Whistleblowing investigations in the year 1st October 2023 to 30th September 2024.
- 1.2 Exempt Appendix 1, sets out such an overview.

2. Reason for Proposal and its benefits

- 2.1 To provide a greater level of detail of HR investigations and Whistleblowing investigations to Audit Committee.

3. Recommendation(s) / Proposed Decision

- (i) That Audit Committee note the contents of Exempt Appendix 1, and give consideration to any further information or action that they require.

Appendices

Appendix 1: Overview of HR Investigations and WB Investigations

Background Documents

None

Supporting Information

1. Introduction

1.1 For Audit Committee to consider the contents of appendix 1.

2. Options under consideration

2.1 To consider the contents of appendix 1.

3. Financial Opportunities and Implications

None.

4. Legal Implications

4.1 Failure to follow due process in respect of HR investigations and WB concerns could result in Employment claims for the Council.

5. Engagement and Consultation

5.1 None required for the purpose of this report.

6. Purchasing or Hiring of Goods and/or Services

6.1 N/A

7. Tackling Climate Change

7.1 N/A

8. Associated Risks

8.1 N/A

Equality Impacts N/A

| 9. | Identify the potential positive and negative impacts on specific groups | | | |
|----|---|-----------------|--------------------------------------|----------------|
| | | Positive Impact | Negative Impact & Mitigating Actions | Neutral Impact |
| | Older or younger people | | | ✓ |
| | People with caring Responsibilities | | | ✓ |
| | People with a disability | | | ✓ |
| | Women or men | | | ✓ |
| | People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i> | | | ✓ |
| | Religion or belief (including lack of belief) | | | ✓ |
| | People who are lesbian, gay or bisexual | | | ✓ |
| | People who are transgendered | | | ✓ |
| | People who are in a marriage or civil partnership | | | ✓ |
| | Women who are pregnant / on maternity leave | | | ✓ |

| | | | |
|------|---|-----|---|
| | | | |
| | Socio-economic impacts (Including impact on child poverty issues and deprivation) | | ✓ |
| | Public Health impacts (How will your proposal impact on the general health of the population of Torbay) | | ✓ |
| 10.. | Cumulative Council Impact (proposed changes elsewhere which might worsen the impacts identified above) | N/A | |
| 11. | Cumulative Community Impacts (proposed changes within the wider community (inc the public sector) which might worsen the impacts identified above) | N/A | |