

Meeting: Audit Committee

Date: 13th October 2025

Wards Affected: All

Report Title: HR Investigations and Whistleblowing

**Cabinet Member Contact Details: Councillor Alan Tyerman,
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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 2024 to 30th September 2025.
- 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 to Audit Committee.
- 2.1 The proposals in this report help us to deliver this ambition by:
 - *thriving people; ensuring that our employees can raise concerns in an environment where they feel safe to do so and that the organisation and employee's learns from concerns that have been raised, and therefore we have a workforce that thrive*
 - *Council fit for the future; ensuring that the organisation is compliant with employment law and legislation, that we are a learning organisation with a good reputation as an employer where people wish to come and our employment practice supports the council in being fit for the future through our People plan and workforce planning activity..*
 - *the Council's responsibilities as corporate parents; ensuing that all our employment practices underpin our responsibility as a corporate parent and that all of our employees understand their obligations in this regard, regardless of role.*

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

Appendix 2: Overview of WB process

Appendix 3: WB Policy

Background Documents

None

Report Clearance

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	