

WILTSHIRE POLICE FORCE POLICY



Reporting Wrongdoing

Date of Publication: May 2023
Version: 3.0
Next Review Date: May 2026

POLICY STATEMENT

Reporting Wrongdoing is also referred to in Employment Law as Whistleblowing and historically this has been associated with ‘telling tales, snitching or ratting’ on colleagues. The effect of this discouraged people from reporting any wrongdoing.

Wiltshire Police is aiming to encourage and promote a positive workplace culture that actively supports individuals who raise concerns openly or who raise a concern in a confidential manner where they do not feel confident about reporting openly.

This in turn will encourage workers to regard ‘whistleblowing’ or ‘Reporting Wrongdoing’ positively. The term Reporting Wrongdoing will be used throughout to assist in creating a positive and open culture.

Using the lessons learned from the recent past within Wiltshire Police, this policy statement aims to support and protect those who come forward to report any wrongdoing.

It is important to highlight that you could become involved in an internal or IOPC investigation even if you have reported a protected disclosure.

It’s also really important for you to know that as per the [Public Interest Disclosure Act 1998](#); an individual who makes a protected disclosure has the right not to be dismissed, subjected to any other detriment or victimised because he/she has made a disclosure.

Wiltshire Police commits to support all staff in raising concerns about any safety, malpractice or wrongdoing in the workplace at the earliest reasonable opportunity and will respond to, investigate the concerns raised and act consistently with the Public Interest Disclosure Act 1998.

The act of reporting wrongdoing should be seen as an act of loyalty rather than an act of disloyalty.

This policy applies to everyone who works directly for, or on behalf of the organisation and is designed to enable and support individuals to report wrongdoing at any level without fear of reprisal.

If a worker is going to make a disclosure it should be made to the employer first via the Counter Corruption Unit or, if they feel unable to use the organisation’s procedure, the disclosure should be made to a prescribed person so that employment rights are protected. Anonymous reports can be made via the [Crimestoppers Police Integrity Line](#), which is independent of Wiltshire Police.

The [IOPC](#) is the prescribed body for conduct within the Police Service. Other prescribed bodies include:

[Health & Safety Executive](#)
[Criminal Cases Review Commission \(CCRC\)](#)
[Financial Conduct Authority](#)
[HM Revenue & Customs](#)
[The Environment Agency](#)
[Serious Fraud Office](#)
[Members of the House of Commons \(MP’s\)](#)

Further information regarding reporting wrongdoing is available on the Professional Standards [portal pages](#). This includes information about the Public Interest Disclosure Act 1998, anonymous reporting and what to do if someone reports wrongdoing to you.

POLICY AIM

This policy is designed to protect people within the organisation who report wrongdoing and to provide them with appropriate support within the workplace.

It is our intention to promote a culture in Wiltshire Police that prevents, discourages and detects wrongdoing within the organisation. This policy and its associated procedure will empower and encourage staff to do the right thing, confident in the knowledge that they will receive support and protection.

APPLICABILITY

This policy applies to all police officers and police staff, including the extended police family and those working voluntarily or under contract to Wiltshire Police.

LEGAL BASIS AND DRIVING FORCE

This policy underpins and is additional to obligations under the Public Interest Disclosure Act 1998, and the following:

- Employment Rights Act 1996
- Serious Organised Crime Act 2005
- Police Reform Act 2002
- The Police (Conduct) Regulations 2020 for Police Officers.
- The conditions of employment for Police Staff.

RELATED POLICIES, PROCEDURES and OTHER DOCUMENTS

A complete list of relevant policies can be found on the [Conduct and Standards](#) page of the Policy Library.

- [Code of Ethics](#)
- [The Police \(Conduct\) Regulations 2020 for Police Officers](#).

AUTHORISED PROFESSIONAL PRACTICE

[Professional Standards](#)

DATA PROTECTION

Any information relating to an identified or identifiable living individual recorded as a consequence of this policy will be processed in accordance with the Data Protection Act 2018, UK General Data Protection Regulations and the Force [Data Protection Policy](#).

FREEDOM OF INFORMATION ACT 2000

This document has been assessed as suitable for public release.

MONITORING AND REVIEW

Feedback on the content of the policy from policy users, will be used to monitor the efficiency and effectiveness of the policy and associated procedure.

This Policy and Procedure is owned by the Professional Standards Department. The Head of the Professional Standards Department will ensure that this policy is reviewed every three years.

WHO TO CONTACT ABOUT THIS POLICY

Professional Standards are responsible for this policy. Contact can be made with the department by the following means – Email: ProfStand@wiltshire.police.uk.

DOCUMENT ADMINISTRATION

Ownership:

Department Responsible: Professional Standards
Policy Owner/Author: Supt Steve Cox
Technical Author:
Senior Officer/Manager Sponsor: Deputy Chief Constable

Revision History:

Revision Date	Version	Summary of Changes
11.03.2021	2.0	Police statement added to the current Policy Template. Prescribed bodies list update.
17.06.2021	2.0	Link to Anonymous Reporting SharePoint page added.
01/07/2021	2.0	Link to Anonymous Reporting changed to Crimestoppers Police Integrity Line.
02.05.2023	3.0	Summary of changes updated to reflect Professional Standards Portal

Approvals:

This document requires the following approvals:

Name & Title	Date of Approval	Version
Force Policy Officer	09.05.2023	3.0
Head Professional Standards	02.05.2023	3.0
JNCC (Not required for all policies)	N/A Minor amendments only.	

Distribution:

This document has been distributed via:

Name & Title	Date of Issue	Version
Professional Standards portal/local circulation		

Diversity Impact Assessment:

Has a DIA been completed? If no, please indicate the date by which it will be completed. If yes, please send a copy of the DIA with the policy to the Force Policy Officer.	<input type="checkbox"/> Yes Date:	<input type="checkbox"/> No
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Consultation:

List below who you have consulted with on this policy (incl. committees, groups, etc):

Name & Title	Date Consulted	Version

Implications of the Policy:

Training Requirements

None

IT Infrastructure

None