

**Governance and Audit Committee  
Whistleblowing Working Group  
DRAFT Terms of Reference**

**Purpose**

The Working Group review should enable the Governance & Audit Committee (GAC) to be assured that the governance framework relevant to all aspects of Whistleblowing was robust, effective and fit for purpose.

**Terms of Reference**

1. To review the Whistleblowing Policy (*including a meeting with the HR staff responsible for reviewing the policy*)
2. To seek assurance around the effectiveness of the process
3. To consider the New Whistleblowing toolkit that is being developed.

**Timing**

The Working Group will report formally to GAC initially by end of ... 2024

**Reporting**

The Working Group will provide a brief summary report to each formal meeting of GAC meeting.

**Membership:**

- County Councillors:
- Independent Members:
- Officers:

The Governance and Audit Committee will appoint a Chair from the membership.