

**Appendix 1 – Whistleblowing cases (April 2018 – November 2021)**

Portfolio	Date reported	Substantive issues	Findings	Outcome	Status of case
People	04/01/2019	Recruitment Practice	No evidence to support allegations	Correspondent made aware	Closed
People	27/03/2019	Bad atmosphere in the team due to the way a manager behaviour (belittles staff and makes them feel awkward and tense) – raised anonymously	Investigated and evidence found to substantiate concerns	Final Written warning for the employee	Closed
People	25/07/2019	During an OFSTED inspection it came to the attention of the HMI that a Senior Manager was not a qualified or registered social worker. Concerns raised about ability to carry out role without the correct training or qualifications – raised anonymously	Senior Manager post does not require the post holder to be a qualified social worker.	No further action required	Closed
People	06/03/2020	Support worker accused, by colleague, of looking through a service users bedside cabinet. (No requirement to be in service users bedroom)	Insufficient evidence to proceed with the case	No further action required	Closed
People	01/08/2021	Alleged improper payments for annual leave	Investigation ongoing	TBC	Open

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