

 Belfast Health and Social Care Trust caring supporting improving together		Paper Ref. Num. 2026.07.23_TBP_AgendaItem8.1_P229A-WhistleblowingAnnualReport <i>Note:- To be completed by HQ meeting organiser</i>	
Belfast Health & Social Care Trust Meeting Template Sheet (v11.25)			
Purpose of paper		For Oversight	
If other purpose please specify			
Meeting TB Public			
If other meeting please specify			
Presenter Brendan McConaghy		Other	
Date of meeting			
Title of paper (Maximum of 300 characters) Whistleblowing Annual Report			
Background (Maximum of 1500 characters) The Trust's <i>Your Right to Raise a Concern (Whistleblowing) Policy</i> is underpinned by the Public Interest Disclosure (Northern Ireland) Order 1998 and the HSC Model Policy and supports the organisation's commitment to promoting a culture of openness, transparency and accountability. The Trust Board receives an annual report on whistleblowing activity to provide assurance regarding the effectiveness of arrangements for managing concerns raised in the public interest, supporting staff who speak up, and ensuring that learning arising from concerns is identified and shared across the organisation. The report covers the period 1 April 2025 to 31 March 2026 and highlights a significant increase in whistleblowing concerns received, with 70 concerns raised during the year compared with 36 in 2024/25. While this increase has placed additional demands on the service, it also provides evidence of growing staff awareness of, and confidence in, the mechanisms available to raise concerns. This is supported by continued improvement in staff survey results, which demonstrate increasing levels of awareness, confidence and trust in the Trust's speaking-up arrangements. The report also provides assurance regarding progress made in implementing recommendations arising from the 2024 Internal Audit, which resulted in a satisfactory level of assurance. Key developments during the year include the delivery of investigator training to 160 managers, the continued development of the Whistleblowing Advocates Network, the introduction of key performance indicators for future reporting and benchmarking, and additional investment in staffing to strengthen the capacity of the Whistleblowing Service. The report outlines the nature of concerns raised, organisational learning arrangements, and the actions being taken to further promote understanding of the appropriate routes for raising concerns. Overall, the report demonstrates continued progress in strengthening the Trust's speaking-up culture and provides assurance that appropriate governance, oversight			

and learning mechanisms are in place to support the effective management of whistleblowing concerns.	
Date considered at Exec Team (If Applicable)	N/A
Options for consideration (Maximum of 1500 characters)	
n/a	
Recommendations (Maximum of 1500 Characters)	
For Trust Board consideration and questions.	
Proposed Onward Consideration	Choose an item.
If other	

Note:-

Any papers accompanying this template should not exceed 10 pages in length.

Please ensure when submitting papers that

- (1) Orientation of paper is set so that the content of the paper can be read***
- (2) Embedded documents should be [provided a separate attachments***
- (3) Append any papers to this coversheet starting on the next page***

Insert/Copy/Paste any additional information from this point