

Meeting:	NHS Grampian Board Meeting
Meeting date:	14 August 2025
Item Number:	11
Title:	Whistleblowing – Annual Report 24/25
Responsible Executive/Non-Executive:	Alan Wilson, Director of Infrastructure, Sustainability & Support Services Albert Donald, Whistleblowing Champion and Non-Executive Board member
Report Author:	Cover paper – Alan Wilson Annual Report - Louise Ballantyne, Head of Engagement

1 Purpose

This is presented to the Board for:

- Assurance

The Board is asked to:

- Endorse the Whistleblowing Annual report 2024/25 for submission to the Independent National Whistleblowing Officer and for publication on the Board's Whistleblowing webpage

This report relates to a:

- Government policy/directive

This aligns to the following NHS Scotland quality ambition(s):

- Safe
- Effective
- Person Centred

2.1 Situation

NHS Grampian implemented the national Whistleblowing Standards in April 2021. This is the fourth annual report that has been presented to the Board, which is set out as a requirement in the Standards.

2.2 Background

The attached annual report (Appendix 1) provides a comprehensive background.

2.3 Assessment

The attached annual report (Appendix 1) provides detail on what has happened during the fourth year of operating the Standards and sets out the key areas of improvements. The report also describes the areas which we will develop further during the fifth year of operating the Standards.

2.3.7 Route to the Meeting

Quarterly whistleblowing reports are considered and approved by the Staff Governance Committee. This annual report, for timing reasons, is being considered directly by the Board.

2.4 Recommendations

The Board is asked to:

- endorse the Whistleblowing Annual report 2024/25 for submission to the Independent National Whistleblowing Officer and for publication on the Board's Whistleblowing webpage

3 List of appendices

Appendix 1 – NHS Grampian Whistleblowing Annual Report 2024-2025