



## Whistleblowing Policy

|                             |                            |
|-----------------------------|----------------------------|
| <b>Date policy agreed</b>   | <b>July 2018</b>           |
| <b>Date policy reviewed</b> | <b>July 2026</b>           |
| <b>Due review date</b>      | <b>July 2027</b>           |
| <b>Produced by</b>          | <b>Sue Lee - Trustee</b>   |
| <b>Reviewed by</b>          | <b>Board of Trustees</b>   |
| <b>Club review dates</b>    | <b>10.09.18 – 23.09.18</b> |

**No comments**

## **WHISTLE BLOWING POLICY**

It provides workers with guidance on the procedure for reporting suspected wrongdoing and the protection available.

### **1. ABOUT THIS POLICY**

- 1.1. We are committed to conducting our business with honesty and integrity and we expect all staff and volunteers to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.
- 1.2. This policy covers all employees, officers, consultants, contractors, volunteers, interns, casual workers and agency workers, members and Trustees.
- 1.3. This policy does not form part of any employee's contract of employment and we may amend it at any time.

### **2. WHAT IS WHISTLEBLOWING?**

- 2.1. Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

### **3. HOW TO RAISE A CONCERN**

- 3.1. We hope that in many cases you will be able to raise any concerns with your Club Co-ordinator (or Manager if applicable). However, where you prefer not to raise it with your Club Co-ordinator/Manager for any reason or you do not have a line manager, you should contact the Chief Officer /Deputy Chief Officer. If a concern relates to either of these individuals then concerns should be raised with the Chair of Trustees. Contact details are at the end of this policy.
- 3.2. We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

### **4. CONFIDENTIALITY**

- 4.1. We hope that members/volunteers/staff will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your

identity secret and only reveal it where necessary to those involved in investigating your concern.

## 5. EXTERNAL DISCLOSURES

- 5.1. The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.
- 5.2. The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. Protect (formerly Public Concern at Work) operates a confidential helpline. Their contact details are at the end of this policy.

## 6. PROTECTION AND SUPPORT FOR WHISTLEBLOWERS

- 6.1. We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.
- 6.2. Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the Chief Officer/Deputy Chief Officer or Chair of Trustees immediately.
- 6.3. You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action.
- 6.4. However, if we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.
- 6.5. Protect (formerly Public Concern at Work) operates a confidential helpline. Their contact details are at the end of this policy.

## 7. CONTACTS

|                                                                                          |                                                                                                                                                      |
|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Chief Officer</b>                                                                     | Samantha Barlow<br>07870 654586<br><a href="mailto:sam@fitmums.org.uk">sam@fitmums.org.uk</a>                                                        |
| <b>Deputy Chief Officer</b>                                                              | Vickie Hillier<br>07988 670030<br><a href="mailto:vickie@fitmums.org.uk">vickie@fitmums.org.uk</a>                                                   |
| <b>Chair of Trustees</b>                                                                 | Tony Sutton<br>07803 584208<br><a href="mailto:tony@fitmums.org.uk">tony@fitmums.org.uk</a>                                                          |
| <b>Protect (formerly Public Concern at Work)</b><br>(Independent whistleblowing charity) | Helpline: 020 3117 2520<br>E-mail form: <a href="#">here</a><br>Website: <a href="https://protect-advice.org.uk/">https://protect-advice.org.uk/</a> |



