



Whistleblowing Policy

The Polehampton Charity (the Charity) is committed to the highest possible standards of:

- Openness and inclusiveness
- Accountability
- Integrity in-line with that commitment
- Upholding fundamental British values

This policy set out the aims of this policy:

- To encourage those associated with the Charity to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.
- To provide guidance on how to raise concerns.
- To reassure those raising concerns that they are able to raise genuine concerns “made in the public interest” without fear of reprisals, even if they turn out to be mistaken.

The Charity’s Board of Trustees will provide all reasonable protection for those who raise concerns “made in the public interest”.

The Board of Trustees will be responsible for ensuring that appropriate personal support is offered both those who raise a concern and to any individual against whom allegations have been made under this procedure.

What is ‘whistleblowing’?

Whistleblowing is defined as ‘raising concerns about misconduct within an organisation or within an independent structure associated with it’ (Nolan Committee on Standards in Public Life). In the legislation it is called a protected disclosure. The Public Interest Disclosure Act 1998 (PIDA 1998) protects individuals from suffering a detriment in their employment or being dismissed by their employer if they make disclosures in accordance with the legislation.

A Trustee or associated member of the Charity has certain common law confidentiality obligations to the Charity. This guidance sets out the circumstances under which these disclosures may lawfully be made.

Doc reference	Last review date	Next review date	Page No:
PHC/WBP/2024	March 2024	March 2025	1 of 3



A concern must relate to something which:

- a) is a breach of the Charity's policies; or
- b) falls below established standards or practice; or
- c) amounts to improper conduct, including something that may be:
 - a breach of the law
 - a failure to comply with a legal obligation.
 - a possible miscarriage of justice
 - a health and safety risk
 - damaging the environment
 - misuse of public money
 - corruption or unethical conduct
 - abuse of other users, including undermining of fundamental British values or promoting radical and extremist views
 - deliberate concealment of any of these matters
 - any other substantial and relevant concern

These issues could have arisen in the past, be currently happening or likely to happen in the future. The law does not protect an individual who would be breaking the law in making the disclosure.

Procedure for Raising a Concern

If you have a serious concern, it should be reported using this procedure.

All concerns will be treated sensitively and with due regard to confidentiality and where possible every effort will be made to protect an individual's identity if they so wish. Nevertheless, this information will need to be passed on to those with a legitimate need to have this information and it may be necessary for you to provide a written statement or act as a witness in any subsequent disciplinary proceedings or enquiry. This will always be discussed with the individual first.

Where concerns are expressed anonymously, the Chair of Trustees in consultation with the Board of Trustees, will decide how to proceed. An investigation may be carried out, depending on the nature of the allegations and the evidence/information presented.

If an individual wishes to raise a concern, they should normally raise it with the Chair of Trustees. This can be in person or in writing.

The Charity recognises that sometimes it may be inappropriate for an individual to approach the Chair of Trustees with their concern. In these circumstances, a number of alternatives are available depending on the nature of the concern. Individuals can contact any of the following:

- Vice Chair
- Another member of the Board of Trustees

Although individuals are not expected to prove beyond doubt the truth of their concerns, they will need to demonstrate that they have sufficient evidence or other reasonable grounds to raise them.

Individuals may wish to obtain advice from external sources and may choose to be represented by a colleague at any meetings that are required.

Doc reference	Last review date	Next review date	Page No:
PHC/WBP/2024	March 2024	March 2025	2 of 3



The person with whom the individual has raised your concern will acknowledge its receipt as soon as possible and will write to them within 10 days to let them know how the concern will be dealt with.

The information an individual can then expect to receive is:

- An indication of how the concern will be dealt with
- An estimate of how long it will take to provide a final response
- Whether any initial enquiries have been made
- Whether further investigations will take place, and if not, why not
- Information about available support

The person with whom the concern was raised will at the same time notify the Board of Trustees that a whistleblowing allegation has been made.

Initial enquiries will be made to decide whether an investigation is appropriate. Where an investigation is necessary, it may take the form of one or more of the following:

- An internal investigation by the Chair of Trustees or a member of the Board, which may, for example, take the form of a disciplinary investigation
- An investigation by an internal audit team
- A referral to the Police
- The setting up of an external independent inquiry

The individual will be informed of the outcome of any investigation, in writing, and/or of any action taken, subject to the constraints of confidentiality and the law.

Doc reference	Last review date	Next review date	Page No:
PHC/WBP/2024	March 2024	March 2025	3 of 3



If an individual does not feel their concern has been addressed adequately, they may raise it with an independent body such as one of the following as appropriate:

- The Citizens Advice Bureau
- A relevant professional body or regulatory organisation
- A relevant voluntary organisation
- The Police
- The Local Government Ombudsman
- Oxfordshire Racial Equality Council
- Equality and Human Rights Commission

A disclosure must be made “in the public interest”; and in the circumstances it must be reasonable for an individual to make the disclosure.

If there is an issue of an exceptionally serious nature which an individual believes to be substantially true, then they may disclose the issue to someone other than those listed above. In determining whether it is reasonable for the individual to have made a disclosure the identity of the person to whom the disclosure is made will be taken into account. Disclosures to anyone outside of the recognised bodies specified in 9.2 may not be protected disclosures under PIDA 1998.

Individuals have a duty to the Charity not to disclose confidential information. This does not prevent them from seeking independent advice at any stage or from discussing the issue with the Charity with Protect on 020 3117 2520 or www.protect-advice.org.uk in accordance with the provisions of PIDA 1998.

Monitoring and review of this policy

This policy is to be reviewed by the Board of Trustees using the annual monitoring and review cycle.

Responsible Officer: Amy Goodall-Smith, Chair of Trustees

Doc reference	Last review date	Next review date	Page No:
PHC/WBP/2024	March 2024	March 2025	4 of 3