

Whistleblowing Policy

Power2Inspire (The Charity / P2I) have adopted this policy and the accompanying procedure on whistleblowing to enable members of staff, trustees, volunteers and ambassadors to raise concerns internally and in a confidential fashion about fraud, malpractice, health and safety, criminal offences, safeguarding issues, and failure to comply with legal obligations or unethical conduct. The policy also provides, if necessary, for such concerns to be raised outside the organisation.

In accordance with Lord Nolan's Second Report of the Committee on Standards in Public Life, the P2I policy on whistleblowing is intended to demonstrate that the charity:

- Will not tolerate malpractice;
- Will respect the confidentiality of staff raising concerns and will provide procedures to maintain confidentiality so far as is consistent with progressing the issues effectively;
- Will provide the opportunity to raise concerns outside of the normal line management structure where this is appropriate;
- Will invoke the charity's disciplinary policy and procedure in the case of false, malicious, vexatious or frivolous allegations;
- Will provide a clear and simple procedure for raising concerns, which is accessible to all members of staff.

Procedure

Staff should not use the whistleblowing policy procedure to raise grievances about personal issues.

This policy and procedure is to enable members of staff, trustees, volunteers and ambassadors to express a legitimate concern regarding suspected malpractice within the charity. Matters that may be suitable to be raised under this policy are where an action:

- is unlawful;
- is against the charity policies;
- amounts to improper conduct;
- seems likely to harm a member of the public or the environment;
- represents a cover up of these sorts of issues;
- concerns potentially poor or unsafe practices of conduct by colleagues

Malpractice is not easily defined; however, it includes allegations of:

- fraud;
- financial irregularities;
- corruption;
- bribery;
- dishonesty;
- acting contrary to the code of conduct;
- criminal activities, or failing to comply with a legal obligation;
- a miscarriage of justice;
- creating or ignoring a serious risk to health, safety or the environment;
- Safeguarding issues;

Confidentiality

Anyone who wishes to raise a concern under this procedure is entitled to have the matter treated confidentially and their name will not be disclosed to the alleged perpetrator of malpractice without their prior approval. It may be appropriate to preserve confidentiality that concerns are raised orally rather than in writing, although persons are encouraged to express their concern in writing wherever possible. If there is evidence of criminal activity, then the Police will in all cases be informed.

The Investigation

Anyone will be at liberty to express their concern to the CEO (John Willis, John.Willis@Power2Inspire.org.uk); should the concern involve the CEO then contact should be made with the Chair of Trustees (Jeremy Maklin, Jeremy.Maklin@Power2Inspire.org.uk).

Any concern raised will be investigated thoroughly and in a timely manner, and appropriate corrective action will be pursued. The person making the allegation will be kept informed of progress and, whenever possible and subject to third party rights, will be informed of the Resolution.

Anyone who is not satisfied that their concern is being properly dealt with will have a right to raise it in confidence with the Chair of Trustees (Jeremy Maklin, Jeremy.Maklin@Power2Inspire.org.uk).

External Procedures

Where all internal procedures have been exhausted, a member of staff, trustee, volunteer or ambassador shall have a right of access to an independent external person / body.

It should be noted that under the Public Interest Disclosure Act 1998, there are circumstances where a member of staff may be entitled to raise a concern directly with an external body where the employee reasonably believes:

- That exceptionally serious circumstances justify it;
- That the charity would conceal or destroy the relevant evidence;
- Where they believe they would be victimised by the charity;

Malicious Accusations/Protection from Reprisal

False, malicious, vexatious or frivolous accusations will be dealt with under the charity's Disciplinary Policy. Protection from reprisal or victimisation: No member of the staff, trustee, volunteer or ambassador will suffer a detriment or be disciplined for raising a genuine and legitimate concern, providing that they do so in good faith and following the Whistleblowing procedures.

Last updated: 27 April 2021

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Alex Laybourne
27th April 2021