

Date Amendments agreed by Trustees: August 2015

Date of next Review: August 2016

CHRISTIAN FAMILY CONCERN

WHISTLE BLOWING

Introduction

A whistle blower is a person who exposes any kind of information or activity that is deemed illegal, dishonest or not correct by reporting it to an agency or individual outside Christian Family Concern.

This policy addresses the potential situation where an employee might have a concern for instance about safety, levels of professionalism, non compliance with legal or regulatory frameworks, and not be able to have them adequately addressed within Christian Family Concern.

Christian Family Concern has a detailed Grievance procedure in place which provides a route for raising concerns within the organisation. Staff are urged to use the Grievance procedure before becoming a whistle blower, as it provides every opportunity for concerns to be identified and dealt with properly within the charity.

Context

- Christian Family Concern is committed to the highest ethical standards across all areas of our work...in all the things that we do and in all the ways that we do them...and compliance with all relevant legal and regulatory frameworks.
- We have in place policies and practices that are designed to provide internal checks and self monitoring on our practice.
- All staff have direct access to a line manager and if necessary to more senior managers right up to the Chair of Trustees where they feel that an important concern is not receiving adequate attention or being dealt with inappropriately.

Where this breaks down

In the hypothetical situation that management at any level fail to deal properly with poor or dangerous practice we acknowledge that we have no right to expect staff to remain silent and that ...just like a service user or any member of the public...they have a responsibility to alert an outside regulatory agency e.g. Ofsted, the Local Safeguarding Authority, or the Charity Commission.

Hypothetical examples might be:

- failure to protect children from abuse
- failure to protect staff or adult users from harassment or abuse
- dishonest use of charitable funds.

When a member of staff has 'blown the whistle' to an outside agency

The member of staff will not be penalised in any way as long as it is clear that:

- the act was clearly based on a well founded belief that there was a serious concern that was not being addressed.
- there was a well founded belief that to attempt to use internal routes might put someone at risk or lead to a cover up of some sort.

Whistle blowers may, however, face disciplinary action if:

- they have acted maliciously, or
- their concern is not about ensuring proper professional and ethical standards and practice

See also:

Grievance Policy
Complaints Policy
Supervision Policy