



Version : 1	Date : December 2022
Confidentiality Policy	Chief Executive Officer
Review Date	December 2025
Frequency of review	This policy must be reviewed every 3 years or as deemed necessary
File Location	BOT – Policy
Signed	G Day

Summary

A qualifying disclosure occurs when an employee reasonably believes it's in the public interest to report serious wrongdoing by the Charity, such as:

- Criminal offences
- Breaches of legal obligations
- Miscarriages of justice
- Risks to health and safety
- Environmental damage
- Cover-ups related to the above issues

These can relate to past, present, or future events.

Under the **Employment Rights Act 1996**, whistleblowers are legally protected if they raise such concerns in good faith and in the public interest.

Procedure:

1. Report concerns confidentially to a Director.
2. If unsatisfied with the response, escalate the issue to a relevant regulatory body.

Treatment of Whistleblowers:

Bullying, harassment, or retaliation against whistleblowers is strictly prohibited and will result in disciplinary action.

Whistle-blowers - Policy

INTRODUCTION

Under certain circumstances, employees are protected from suffering any detriment or termination of employment if they make disclosures about organisations for whom they work.

QUALIFYING DISCLOSURES

Certain disclosures are prescribed by law as “qualifying disclosures”. A “qualifying disclosure” means a disclosure of information that the employee genuinely and reasonably believes is in the public interest and shows that the Charity has committed a “relevant failure” by:

- a) committing a criminal offence;
- b) failing to comply with a legal obligation;
- c) a miscarriage of justice;
- d) endangering the health and safety of an individual;
- e) environmental damage; or
- f) concealing any information relating to the above.



These acts can be in the past, present or future, so that, for example, a disclosure qualifies if it relates to environmental damage that has happened, is happening, or is likely to happen. The Charity will take any concerns that you may raise relating to the above matters very seriously.

The Employment Rights Act 1996 provides protection for workers who ‘blow the whistle’ where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur. The disclosure has to be “in the public interest”. We encourage you to use the procedure to raise any such concerns.

THE PROCEDURE

In the first instance you should report any concerns you may have to a Director who will treat the matter with complete confidence. If you are not satisfied with the explanation or reason given to you, you should raise the matter with the appropriate official organisation or regulatory body.

TREATMENT BY OTHERS

Bullying, harassment or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable. Anyone found to have acted in such a manner will be subject to disciplinary action.

Next Review Date : December 2025