



Whistleblowing Policy

The Friends of Hednesford Park believes that its Trustees and Volunteers are professional and skillful in their work. However, occasionally it may be that one member of the organisation has concerns about a colleague's standards of practice. Whilst not an exhaustive or exclusive list concerns may be: child protection issues, safeguarding, immoral behaviour, fraudulent actions or conduct unbecoming which places the reputation of The Friends of Hednesford Park into disrepute. Everybody has a responsibility to raise their concerns so that they can be resolved.

The Friends of Hednesford Park acknowledges that 'raising concerns' can be an extremely difficult and courageous thing to do. Any person, who has good grounds on which to base their suspicions, even if they do not have proof, will be listened to.

In most circumstances, the person wishing to raise the concerns should discuss the matter with a Trustee. This Trustee has a duty of care to involve other Trustees as deemed necessary. They will be responsible for ensuring the concerns are looked into or passed to the relevant agencies.

Depending on the nature of the concern raised, a response regarding the action taken should be supplied to the person raising it as soon as possible. It might not always be appropriate to reveal the full extent of the Investigation where this relates to personal issues involving a third party.

Depending on the circumstances the use of the Whistleblowing Policy may need to be followed in conjunction with the Complaints Procedure, Volunteers Policy or Child Protection Policy.

All Trustees and Volunteers have a responsibility to maintain high standards of care to children, young people and vulnerable adults. This policy aims to ensure that serious concerns are properly raised and addressed within the organisation and it is recognised as a key tool in enabling the delivery of good practice.

The policy makes it clear that members can whistle blow without fear of victimisation, subsequent discrimination or disadvantage. This Whistleblowing Policy is intended to encourage and enable Trustees and Volunteers to raise serious concerns within the organisation and for matters to be addressed, where appropriate before unnecessary external escalation.

Anyone who does not report bad practice or abuse, neglect or ill treatment of a child or young person, or anything illegal will be seen as colluding with unacceptable practice. Such collusion could result in the Volunteer facing appropriate procedures as detailed in the Volunteer Policy. Where necessary, information will be forwarded to the appropriate agencies.

If anyone makes a false accusation, which is later identified as malicious (racist, homophobic, etc.) the matter may result in the Volunteer facing appropriate procedures as detailed in the Volunteer Policy.

The Trustees will review this policy every two years

Policy Agreed by Committee: April 2017