



Whistleblowing Policy

Whistleblowing occurs when a worker raises a concern about wrongdoing that they are aware of through their work and that affects others. In general, workers should be able to make disclosures about wrongdoing to their employer, so that problems can be identified and resolved quickly within organisations, without fear of reprisal.

To be covered by whistleblowing law, a worker who makes a disclosure must reasonably believe two things. The first is that they are acting in the public interest. This means in particular that personal grievances and complaints are not usually covered by whistleblowing law. The second thing that a worker must reasonably believe is that the disclosure tends to show past, present or likely future wrongdoing falling into one or more of the following categories:

- Criminal offences (this may include, for example, types of financial impropriety such as fraud)
- Failure to comply with an obligation set out in law
- Miscarriages of justice
- Endangering of someone's health and safety
- Damage to the environment
- Covering up wrongdoing in the above categories

The provisions introduced by the **Public Interest Disclosure Act 1998** protect most workers from being subjected to a detriment by their employer. Detriment may take a number of forms, such as denial of promotion, facilities or training opportunities which the employer would otherwise have offered.

A clear policy and procedure for raising concerns will help to reduce the risk of concerns being mishandled and to ensure that workers will not experience adverse repercussions for raising concerns with the

Society.

Whistleblowing Policy

Swansea Canal society is committed to the highest standards of openness, probity and accountability. In line with that commitment, Swansea Canal Society has implemented this policy and procedure to cover the genuine concerns that a volunteer may have about suspected wrongdoing within the Society.

In demonstrating this commitment Swansea Canal Society has to its volunteers and Trustees who have serious concerns about any wrongdoing within the Society to come forward and express their concerns.

This policy is primarily for concerns where the interests of others or the Society itself are at risk. Any Volunteer who raises concerns in good faith can do so on a confidential basis without fear of reprisal or victimisation.

Background

This policy is primarily for concerns where the interests of others or the Society itself are at risk. Anyone who raises concerns in good faith can do so on a confidential basis without fear of reprisal or victimisation.

- The information is disclosed in good faith
- They reasonably believe that the information, and any allegation contained in it to be substantially true
- The worker does not act maliciously or make false allegations
- The worker does not act for personal gain

The 'Act' protects disclosures of information relating to one or more of the following:

- A criminal offence
- The breach of a legal obligation
- A miscarriage of justice
- A danger to the health and safety of any individual
- Damage to the environment
- Deliberate covering up of information tending to show any of the above five matters

This policy is intended for use with allegations which appears likely to harm the reputation of Swansea Canal Society. All other matters should be raised through the appropriate policy.

Procedure

Volunteers wishing to make a disclosure, should do so in the first instance to their line manager. If the disclosure is about the line manager then the disclosure should be made to Safeguarding Officer or Chairman.

Swansea Canal society will not tolerate the harassment or victimisation of anyone raising a genuine concern, however Swansea Canal Society recognises that the volunteer may want to raise a concern in confidence under this policy, and the identity of the employee will not be disclosed without their consent. However, in situations where concerns cannot be resolved without revealing the employee's identify (for instance because their evidence is needed in court) the matter will be discussed with the employee and the matter of how and whether Swansea Canal society can proceed.

Investigation

The person to whom the disclosure is made will normally consider the information and decide on the form of investigation. Any investigation will be conducted as sensitively and speedily as reasonably possible. The volunteer will be notified in writing of the intended timetable for the investigation.

Further Information

Whistleblowing Guidance and Code of Practice for Employers UK
Government:

<https://www.gov.uk/government/publications/whistleblowing-guidance-and-code-of-practice-for-employers>

The Whistleblowing Charity Protect: www.protect-advice.org.uk/

Report Serious Wrongdoing at a Charity as a Charity Worker or
Volunteer Charity Commission:

<https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer>