

Arthur Nicholson Recreation Ground – ‘The Trust’ Whistle Blowing Policy

Introduction

This policy applies to all trustees and members of the Committee of Management of the Trust.

The Trust is committed to maintaining high standard of openness, honesty, probity and accountability. In line with this commitment, it encourages those with concerns about any aspect of the Trust’s work to come forward and voice those concerns. This policy makes it clear that such concerns can be raised without fear of reprisals and reflects the requirements of the Public Interest Disclosure Act 1988.

The responsibility for investigating serious incidents rests with the charity’s trustees; all trustees bear ultimate responsibility for ensuring the Trust makes a report regarding a significant risk and does so in a timely manner. We recognise that it may be difficult to raise concerns and it is our aim to ensure these concerns are received and listened to.

What is whistle blowing?

Whistle blowing is the process by which an individual raises concerns in the public interest about something that has happened, is happening or is likely to happen in an organisation or body of people.

The whistle blower must reasonably believe one or more of the following:

- they would be victimised if they raised the matter internally
- that the disclosure related to a criminal offence
- the evidence was likely to be concealed or destroyed
- the concern is of an ‘exceptionally serious’ nature
- they had suffered an identifiable detriment

and involves:

- the improper use of Trust funds
- a criminal offence
- failure to comply with a legal obligation (for instance, compliance with the objects of the governing document)
- the endangering of an individual’s health and safety
- poor quality of care, abuse or neglect
- damage to the environment
- deliberate concealment of information tending to show any of the above
- improper or unethical conduct
- harm to the beneficiaries of the Trust
- harm to the Trust’s assets
- harm to the Trust’s reputation

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This list is not exhaustive.

Procedure

Step 1 – Any personal matters of concern or conscience should if possible be raised formally with the Clerk to the Trust who will endeavour to (a) acknowledge the complaint within five working day (b) assess any claim to ensure it falls within the realms of the Trusts’ whistle blowing policy and, if it does, (c) resolve the concern, via meeting and/or investigation with progress updates until the matter is concluded. The clerk may be contacted on clerk@bidboroughpc.org.uk.

Step 2 – If the concern cannot be settled by the clerk or it has not been concluded satisfactorily, or the issue cannot be addressed due to the seriousness of the matter, it should be reported to the regulator, the Charity Commission at whistleblowing@charitycommission.gov.uk where full guidance on the procedure is available.

Confidentiality

Your identity will not be disclosed without your consent, unless there are legal reasons that require us to do so.