



WHISTLE BLOWING POLICY

IntaGR8 believes that its Staff and volunteers are professional and skilful in their work. However, occasionally it may be that one member of the organisation has concerns about a colleague's standards of practice. They may be worried that a client is not being cared for properly, being abused or at serious risk. It may be that they have concerns about fraud, financial irregularity or other issues. Everybody has a responsibility to raise those concerns so that they can be sorted out. IntaGR8 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 the Chief Officer. If this is not possible, or the person is thought to be involved or colluding in some way, the Local Authority Designated Officer may be contacted. They will be responsible for ensuring the concerns are looked into or passed to the most appropriate person.

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 might overlap with the complaints procedure, disciplinary matters for staff, child protection or working with vulnerable people guidelines or the procedures for allegations against adults who work with children or other vulnerable clients.

All volunteers have a responsibility to maintain high standards of care to clients. This policy aims to ensure that serious concerns are properly raised and addressed within the organisation and are recognised as a key tool in enabling the delivery of good practice.

The policy makes it clear that volunteers can whistleblow without fear of victimisation, subsequent discrimination or disadvantage. This Whistleblowing Policy is intended to encourage and enable volunteers to raise serious concerns within the organisation rather than overlooking a problem or seeking a resolution of the problem outside the organisation

Volunteers who do not report bad practice or abuse, neglect or ill treatment of Clients or anything illegal will be seen as colluding with unacceptable practice. Such collusion could result in the volunteer been asked to leave and the information been forwarded to the appropriate persons.

If a volunteer makes a false accusation, which is later identified as malicious (racist, homophobic, etc.) then the matter may also result in the volunteer been asked to leave the organisation.

Prepared by: R Raper	Policy IntaGR8 Whistleblowing policy
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