

Whistleblowing Policy

Clevedon YMCA is committed to the highest standards of quality, integrity, openness and accountability. Through teamwork and good, open channels of communication we welcome and value the contributions of all to the success of our work.

This policy covers all employees, trustees, consultants, contractors, volunteers, casual workers, support staff and agency workers in relation to the Public Interest Disclosure Act 1998 and Clevedon YMCA's duty to protect whistleblowers.

What is Whistleblowing?

Whistleblowing is the reporting of suspected wrongdoings or dangers in relation to our activities. There may be occasions where staff or volunteers have a concern about inappropriate actions or behaviour which are happening at Clevedon YMCA.

Such concerns may include: fraud, corruption or malpractice; health and safety; abuse or neglect of vulnerable people; failure to deliver proper standards of service; failure to comply with a legal obligation; damaging personal conflicts; damage to the environment and bullying, discrimination, harassment or victimisation.

Clevedon YMCA takes such concerns very seriously and wishes to know of them at the first opportunity so that we can deal with the matter and take any appropriate remedial action as soon possible.

How to raise a Concern

Anyone wishing to report a concern may do so in confidence in the first instance to the Centre Manager. However, if this is not possible for any reason you should contact the Chair of the Board of Trustees.

We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. All matters under investigation and any records kept of any whistleblowing allegation will be kept confidential.

External Disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. Protect (previously Public Concern at Work) operates a confidential helpline. Their contact details are at the end of this policy.

Protection and Support for Whistleblowers

We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment you should inform your line manager immediately. If the matter is not remedied you should raise it formally using our Grievance Procedure.

However, if after investigation, we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.

Protect (previously Public Concern at Work) is an independent charity that aims to stop harm by encouraging safe whistleblowing

Contact: 020 3117 2520

protect-advice.org.uk

[Protect - Speak up stop harm - Protect - Speak up stop](https://protect-advice.org.uk)

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Reviewed 13th November 2023

YMCA enables people to develop their full potential in mind, body and spirit. Inspired by, and faithful to, our Christian values, we create supportive, inclusive and energising communities, where young people can truly belong, contribute and thrive.

SUPPORT & ADVICE

ACCOMMODATION

FAMILY WORK

HEALTH & WELLBEING

TRAINING & EDUCATION

Registered Charity No. 250972