

Title:	WHISTLEBLOWING POLICY
Policy statement:	<p>Tearfund is committed to maintaining the highest standards of openness, probity and accountability in keeping with our values of being Christ-centred, truthful, courageous, compassionate and servant-hearted. An important aspect of accountability and transparency is a mechanism to enable staff and other people associated with Tearfund to voice concerns in a responsible and effective manner.</p> <p>When someone discovers information which they believe shows serious malpractice or wrongdoing within Tearfund which is in the public interest, this information should be disclosed without fear of reprisal. There should be arrangements to enable this reporting to be done independently of line management.</p> <p>Examples of wrongdoing covered by whistleblowing include:</p> <ul style="list-style-type: none"> ● criminal offence e.g fraud, theft, bribery; ● the breach of a legal obligation e.g failure to have the right insurance; ● a miscarriage of justice; ● a danger to the health and safety of any individual; ● damage to the environment; or ● The deliberate concealment of information tending to show any of the above five matters. <p>The process for reporting is outlined in this whistleblowing procedure.</p> <p>If your concern does not relate to the list, please see the guidance in the procedure below for ‘Other complaints and grievances’ and ‘Safeguarding concerns’.</p>
Procedures and other policies which relate to this policy:	<ul style="list-style-type: none"> ● Complaints & Concerns Policy ● Personal Conduct Policy or Code of Conduct ● Supporter Charter ● Grievance Procedure ● Misconduct Procedure ● Conflict of Interest Policy ● Safeguarding policy ● Fraud, Loss and Bribery Policy and Procedures ● Partner complaints process (as set out in the Partnership Agreement)
Why the policy is needed:	<p>The Employment Rights Act 1996 (as modified by UK Public Interest Disclosure Act, which came into effect in 1999 and reviewed in line with the Enterprise and Regulatory Reform Act - 2013), gives legal protection to employees and other workers against being dismissed or penalised by their employers as a result of publicly disclosing certain serious legitimate concerns that are in the</p>

	<p>public interest. Tearfund has developed this policy and the associated procedure to ensure that no members of staff or representative should feel at a disadvantage in raising legitimate concerns.</p> <p>Tearfund also recognises that there may be occasions where external stakeholders wish to report serious legitimate concerns of a whistleblowing nature, which relate to serious malpractice or wrongdoing within Tearfund which are in the public interest, anonymously rather than through the normal reporting channels and this policy also provides for this.</p>
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<p>Who must follow this policy:</p>	<p>Tearfund staff, consultants, contractors and volunteers must follow this policy.</p> <p>For external stakeholders such as members of the communities we serve, supporters, donors, members of the public and those who have a connection with Tearfund, concerns of a whistleblowing nature can be raised anonymously via the whistleblowing email directly, or through Safecall - an independent service - details in Section 4 of the procedure. Details are set out in the Safeguarding, Whistleblowing and Other Concerns page on Tearfund's website.</p> <p>Partners: the procedure for partner feedback, disagreements and complaints is contained in the Partnership Agreement (section 7) and is also included in Appendix 1 - section 4. Partners may also contact us directly through the whistleblowing email or using Safecall if they are concerned about serious malpractice, unacceptable practice or wrongdoing and wish to raise this concern anonymously. The Whistleblowing Team will decide the correct process to address the concern.</p> <p>All staff are required to complete Tearfund's mandatory e-Learning course on Whistleblowing upon joining, and then every 12 months. Tearfund's Misconduct Policy and Procedure will be applied if staff do not complete the training as required, unless there are exceptional extenuating circumstances.</p>
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<p>Keywords:</p>	<p>whistleblowing, complaint, concern, malpractice, unacceptable fundraising practices, criminal, illegal, abuse, exploit, theft, fraud, bribery, corrupt, crime, human trafficking, wrongdoing, personal conduct, ombudsperson</p>
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<p>Person responsible:</p>	<p>Director of People and Talent</p>
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<p>Version:</p>	<p>Final</p>
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<p>Approved by:</p>	<p>Board</p>
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Whistleblowing procedure

1. What is Whistleblowing?

Whistleblowing is the disclosure of a concern that is in the public interest, relating to specific malpractice or wrongdoing.

Under the UK [Public Interest Disclosure Act](#), "blowing the whistle" has a particular legal meaning.

The UK Government's [guidance](#) is that "You're a whistleblower if you're a worker and you report certain types of wrongdoing. The wrongdoing you disclose must be in the public interest. This means it must affect others, for example the general public." To satisfy this definition you must believe that:

- (a) there has been wrongdoing, and
- (b) your disclosure is in the public interest.

Whistleblowing Complaints that are protected by law are as follows:

1. a criminal offence e.g fraud, theft, bribery;
2. the breach of a legal obligation e.g failure to have the right insurance;
3. a miscarriage of justice;
4. a danger to the health and safety of any individual;
5. damage to the environment; or

The deliberate concealment of information tending to show any of the above five matters.

Safeguarding Concerns:

Please note that if your concern relates to the abuse or exploitation of a child or adult at risk e.g sexual or physical abuse, you should report it to safeguarding@tearfund.org using Tearfund's Safeguarding Policy to guide you.

Other Complaints and Grievances:

If your complaint relates to your own personal circumstances, such as the way you have been treated at work, you should discuss your options with your HR Business Partner. It may be possible to resolve the complaint informally and if not, a formal complaint can be raised using the Grievance Procedure.

Staff who wish to raise a concern or complaint about wrongdoing which is not covered under the Whistleblowing policy, and does not affect them personally, can do so by emailing complaints@tearfund.org. Please see Tearfund's Complaints & Concerns Policy for more information.

If you are uncertain whether something is within the scope of this policy, please contact the Whistleblowing Team for advice by sending an email to whistleblowing@tearfund.org.

2. Confidentiality of the whistleblower

All concerns will be managed confidentially as far as possible. That means all information on the

matter, including the identity of individuals concerned, will only be shared where necessary with the relevant whistleblowing investigation team.

We aim to create a culture that enables employees to speak up about issues that concern them before they escalate, and to do so with the comfort of knowing they will be listened to and not punished. We hope therefore that individuals will feel able to voice any whistleblowing concerns openly under this policy. Anonymous reports can make an investigation more difficult or impossible because it is not possible or more difficult to establish whether the allegations are credible. Therefore Tearfund encourages whoever is raising a concern to provide a contact name and telephone number/email address. If it is necessary for those investigating your concern or others (such as the Police) to know your identity, we will discuss this with you.

We expect staff to respect the internal investigation process and keep all information about their concerns confidential. If a staff member has a concern about how the concern is being dealt with, they should contact the Director of People and Talent directly, or contact the Tearfund ombudsperson at ombudsperson@tearfund.org

3. Protection for the person/s 'blowing the Whistle'

The Public Interest Disclosure Act (1999) protects workers from detrimental treatment or victimisation from their employer if, in the public interest, they blow the whistle on wrongdoing.

There must be no fear of punishment or unfair treatment (e.g. dismissal, victimisation or any other detrimental treatment as a result of whistleblowing) from anyone at Tearfund. Tearfund will take disciplinary action against any staff member found to be in breach of this policy. However, people who 'blow the whistle' should make sure that the information provided is substantially true and is an honest explanation of the concern.

If someone makes an allegation that they reasonably believe to be true, which is not confirmed by subsequent investigation, no action will be taken against that person. In making a disclosure a person should be careful to ensure the accuracy of the information.

If, however, it is found that a person made a malicious or vexatious allegation which is found to be untrue or is in any way personally involved in the malpractice, wrongdoing or omission, disciplinary action may be taken against them.

4. How to report your concerns

We hope that in many cases staff members will be able to raise any concerns informally with their line manager or Global HR (HR Business Partner or relevant Head of HR) either verbally or in writing.. It may be possible to resolve the concern quickly and effectively without the need for further action. However, where the concern is more serious and is related to one of the matters defined as Whistleblowing in section 1 above, or you feel that your line manager or Global HR has not addressed your concern, or you prefer not to raise it with them for any reason, you should raise your concern using one of the following options:

Whistleblowing email:

Send your concern to this email address: whistleblowing@tearfund.org which is monitored by the Whistleblowing Officer (Director of People and Talent) and Tearfund legal team

Whistleblowing phone number:

Phone this number and state your concern: +44 (0)20 3906 3746

Contact Safecall, the independent channel to report concerns:

- Safecall Phone: 0800 915 1571 - UK calls only. Staff calling from outside the UK will find the relevant local Safecall number on the Reporting Concerns page on Tearfund's website - https://www.tearfund.org/en/about_us/reporting_concerns/
- Safecall Website: www.safecall.co.uk/report
- Safecall Email: tearfund@safecall.co.uk

In your email/message please clearly state the facts and details of the concern. If the report involves a child or adult at risk of harm, do not disclose their name in the initial report. We will follow up requesting further details.

If the concern is about a member of the Board or the Executive Team, then the following email address must be used: ombudsperson@tearfund.org. Concerns received will be passed to the Board member who is appointed as Tearfund's ombudsperson. The current ombudsperson is Stephanie Biden. If your concern relates to the ombudsperson it should be raised directly with the Chair of the Board who is Anna Laszlo.

If you do not have access to a computer or a telephone, you should raise your concern with the most senior member of staff in your specific location. Should your concern involve the most senior member of staff in your specific location, then you should inform another senior member of staff. This member of staff should pass the concern in an email as soon as possible to whistleblowing@tearfund.org

5. Next steps

Concerns received by email or by phone will be monitored by the Whistleblowing Team which is led by the People and Talent Director who will then decide how the concern will be followed up. If the People and Talent Director is absent, then the concern / report will be given to the relevant Head of Global HR (UK or International).

All concerns raised at Tearfund are taken seriously. Prompt steps will be taken to consider all concerns and when appropriate, an investigation into the allegations will be undertaken in line with the appropriate procedures. For example, if a concern relates to abuse or exploitation it will be investigated in accordance with Tearfund's Safeguarding Policy. If the concern relates to an allegation of fraud it will be investigated in accordance with Tearfund's Fraud, Loss and Bribery Policy.

The Group Director should be informed, unless implicated in the concern / report, if the concern / report relates to their Group. This will ensure that the Group Director is kept updated with what is going on and able to appropriately support / protect their staff.

Wherever possible, feedback on the results of any investigation will be given to the person who initially reported the concern. However, if the malpractice or wrongdoing concern is of a confidential/private nature or the evidence uncovered is sensitive, then it may not be possible to provide feedback detailing the specific actions that were taken to resolve the concern and this will be decided on a case by case basis. This would also include situations where an investigation has resulted in disciplinary action being taken.

If you have followed this procedure and still feel that your concern has not been properly addressed, it may be appropriate to report your concern externally - for example, to the Charity Commission, Health & Safety Executive, Information Commissioner's Office, or Fundraising Regulator. In this case we recommend that you seek independent advice about the most appropriate way to report your concern.

6. Pastoral Support

A staff member who experiences feelings of anxiety, stress or fear as a result of 'Blowing the Whistle' can ask for Pastoral support by contacting: wellbeing@tearfund.org