

BIRMINGHAM PHAB CAMPS (“THE CHARITY”)

WHISTLEBLOWING POLICY

1. ABOUT THIS POLICY

- 1.1 If you are involved with Birmingham Phab Camps and you have a concern or worry about something you have seen or heard which relates to the Charity, but want to raise your concern in private, this policy gives you the contact name (Grant) and details (at the end of the document) of someone you can contact who will aim to keep your identity private and who will look into your concerns.

2. WHAT IS WHISTLEBLOWING?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations. It also includes the following matters specific to this Charity, such as safeguarding lapses or any form of mistreatment of the young people in our care or fellow volunteers whether intentional or none-intentional, that you do not feel able to address directly with the people involved.

3. HOW TO RAISE A CONCERN

- 3.1 We hope that in many cases you will be able to raise any concerns with your Charity contact or Camp Leader. However, where you prefer not to raise it with someone in the Charity for any reason, you should contact the Whistleblowing Officer Grant McCaig. Contact details are at the end of this policy.
- 3.2 Grant will arrange a meeting with you as soon as possible to discuss your concern. You may bring a friend or representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

4. CONFIDENTIALITY

We hope that volunteers will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

5. EXTERNAL DISCLOSURES

- 5.1 The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the Charity. In most cases you should not find it necessary to alert anyone externally. However, if you do wish to contact an external party, we have set out the details of the Charities Commission below.
- 5.2 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.

6. PROTECTION AND SUPPORT FOR WHISTLEBLOWERS

- 6.1 We aim to encourage openness and will support you as a whistleblower even if your concerns turn out to be mistaken.
- 6.2 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 Grant immediately.
- 6.3 People involved with the Charity must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to legal action.
- 6.4 However, if 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.

7. CONTACTS

Whistleblowing Officer	Grant McCaig 07713 073884 Grant.Mccaig@thephoenixgroup.com
The Charities Commission	24 hour voicemail service 0300 065 2199 E-mail: rsi@charitycommission.gsi.gov.uk Website: https://www.gov.uk/government/organisations/charity-commission