



## A.11 WHISTLEBLOWING

**CROSS REFERENCE – Confidentiality Policy, Data Protection Policy, General Social Care Code of conduct, Staff Ground rules, Staff grievance procedures, complaints procedures**

### **INTRODUCTION:**

This policy has been developed in accordance with the *Public Interest Disclosure Act 2003*, to ensure that all staff have the opportunity to raise concerns should they have a reasonable suspicion that malpractice/illegal activity is occurring, has occurred or is likely to occur and it has not been possible to attend to this through the usual procedures.

Whistle-blowing is the practice of a member of staff bypassing their normal internal line management channels to alert another manager, senior manager, Director, Chief Executive, Board Member or, in exceptional circumstances, the appropriate authorities to wrongful acts being committed by their employer.

A whistle-blower is entitled to protection from retaliation by the provisions of the Whistle-Blowers Protection Act 2001

### **GENERAL PRINCIPLES:**

Integrate is committed to creating a culture which encourages individuals to express their concerns without fear of intimidation or recrimination, confident in the knowledge that any reported concerns will be treated seriously and in confidence, and will be fully investigated. Therefore Integrate would normally expect all of its employees to raise concerns internally, using the Grievance, Complaints, or Health and Safety policies.

The whistleblower procedure should only be invoked where the internal procedures have resulted in the continuation of the activities which fall under this policy (eg having had such a matter drawn to its attention the organisation fails to take appropriate action) or where you feel unable to discuss the matter with your direct line manager or senior manager, always taking into consideration that the policy gives you right of access to other senior management up to and including Board level.

### **POLICY:**

Staff raising a concern under this procedure or in relation to these defined activities under any other procedure will not suffer a detriment or any form of retribution although staff should note the final paragraph on malicious abuse of this policy.



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#### **PROCEDURES:**

The normal practice would be to raise your concern with your line manager.

Should the activities concern your line manager or Senior Manager, you should raise these with your Director or a designated Whistle-blowing person – either the Chief Executive or the designated Board Director (Lynda Arkwright tel no. 01772 315038 or 0779 239 7013) in the event of the Chief Executive allegedly being implicated.

The Chief Executive can be contacted by phone, e-mail or on-call mobile. For the Board Director, you can write c/o Joan Durkin (Tulketh Brow) marking the envelope “Private and Confidential,” or Lynda can be emailed directly at [whistleblower@integratepreston.org.uk](mailto:whistleblower@integratepreston.org.uk)

Finally, depending on the area of concern, and having exhausted internal channels, staff have the right to refer concerns externally under the Whistle-blowing policy to the appropriate authority e.g. Police, Commissioner of services, CQC, the relevant housing association, Health and Safety Executive.

#### **CONFIDENTIALITY**

Integrate recognises that you may want to raise a concern in confidence under this procedure. If you ask us to protect your identity keeping your confidence, we will not disclose it without your consent.

If the situation arises where we are not able to resolve your concern without revealing your identity (for instance, if your evidence is needed in court), we will discuss with you whether, and how we can proceed.

Accordingly, whilst we will consider anonymous reports, the procedure is not appropriate for concerns raised anonymously. Anonymous reports would be dealt with separately.

#### **OTHER HELP**

Any employee unsure as to whether to use this procedure or wishing to seek independent advice at any stage should contact their Trade Union, or professional organisation and/or the independent charity *Public Concern at Work*, Telephone: 020 7404 6609, whose lawyers can give free independent advice at any stage about how to raise a concern in relation to serious malpractice at work.



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#### **MALICIOUS CONCERNS**

Integrate cannot condone abuse of the procedure and if, following investigation, a member of staff is proven to have raised concerns maliciously, the matter will be dealt with under Integrate's Disciplinary procedure.

Signed : Sue Pemberton  
Chief Executive

January 2019

Updated October 2015  
Updated Jan 2019 – LA contact details AG