

MBF WHISTLEBLOWING POLICY

Reporting a Suspected Malpractice (Whistle Blowing)

Policy

It is the duty of every Trustee, member of staff and volunteer to speak up about genuine concerns in relation to criminal activity, breach of a legal obligation (including negligence, breach of contract, breach of administrative law), miscarriage of justice, danger to health and safety or the environment, and also to report any cover up or deliberate failure to report any of these things. It applies whether or not the information is confidential.

Macclesfield Barnaby Festival Limited [Barnaby] is committed to ensuring that any concerns of this nature will be taken seriously and investigated. A disclosure to Barnaby will be protected if the member of staff has an honest and reasonable suspicion that the malpractice has occurred, is occurring, or is likely to occur. Staff and volunteers who raise concerns reasonably and responsibly will not be penalised in any way.

Who this policy is for?

This policy is for people employed by or volunteering with Barnaby. For the purposes of this policy only, this is someone who is:

- Employed on a permanent or fixed term contract of employment;
- On secondment to Barnaby;
- On a temporary contract or employed through an agency to work for Barnaby;
- An independent consultant for Barnaby
- A volunteer with Barnaby
- Contractors and suppliers of services to Barnaby

Procedure

Any individual who has reasonable suspicions of malpractice should initially take their concerns to their line manager. If they do not have a manager or they feel that this is the appropriate person, they should approach a Trustee, or if their concern is related to the Trustees, they should contact the Chair of Trustees (or the deputy Chair). It is recognised that for some individuals, raising a concern under this procedure may be a daunting and difficult experience. An individual may choose to be accompanied or represented by their trade union representative or colleague at

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any stage of this procedure. All reported incidents will be investigated. All reports will be dealt with in confidence, with only staff who need to know, being informed.

The manager, trustee or Chair (or deputy) will establish and record the basis of the concerns that have been raised and establish what further actions are required. The individual raising the concern will be advised of the outcome of the investigation as soon as possible, normally within two weeks of the date of their disclosure. Where a longer period is needed for investigation, the member of staff will be informed in writing.

The Chair will be informed of all reported disclosures and the actions being taken. In the case of disclosures on alleged fraud and corruption, Barnaby's Treasurer / Finance Advisor and auditors will be informed by the Chair. (Please also refer to Barnaby's Fraud Policy for further details).

If an individual is not satisfied with the response received and any subsequent action taken, they should put their concerns in writing to the Chair of trustees/ management committee (or another appropriate trustee/committee member) who will arrange any further investigation as he/she thinks appropriate. The Chair will send a written response to the individual concerned.

Guiding principles

To ensure that this policy is adhered to and to assure staff that the concern will be taken seriously, Barnaby will:

Not allow the person raising the concern to be victimised for doing so;

Treat victimisation of whistle blowers as a serious matter that may lead to disciplinary action that may include dismissal;

Not attempt to conceal evidence of poor or unacceptable practice;

Take disciplinary action if an employee destroys or conceals evidence of poor or unacceptable practice or misconduct;

Ensure confidentiality clauses in employment contracts do not restrict, forbid or penalise whistle blowing;

Liaise with the other organisations (see section below) to whom staff report malpractice.

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Table of contacts at Barnaby: for Staff and Volunteers only

Role	Name	Contact 1	Contact 2
Chair	David Gooda		
Deputy Chair	Nicola Waterworth		
Treasurer	Greg van Enk-Bones	07733 158307	gvanenkbones@gmail.com
Auditor			

Authorisation to hold this information must be collected from the subjects when the policy is approved.

Independent advice and further reading

Further Information for charitable organisations can be found on the Charity Commission's website on:

http://www.charity-commission.gov.uk/Our_regulatory_activity/Reporting_issues/Trustee_employee_and_volunteer_guidance_index.aspx

Anyone who feels unsure about whether or how to raise a concern or want confidential advice can contact the independent charity Public Concern at Work (<http://www.pcaw.org.uk>) on 020 7404 6609 or email helpline@pcaw.co.uk. Their lawyers can give free confidential advice on how to raise a concern about serious malpractice at work.

Free information and advice can also be obtained from the Advice, Conciliation and Arbitration Service (ACAS) – Telephone: 08457 47 47 47.

You may feel that it is more appropriate to report a matter to another organisation. Other organisations concerned with standards in the voluntary sector include:

The Charity Commission - 0845 300 0218

Audit Commission for local authorities and the National Health Service in England and Wales – 0844 798 3131

Health & Safety Executive – contact on-line;
<http://www.hse.gov.uk/contact/index.htm> or in emergency 0845 300 9923

NHS Fraud & Corruption Reporting Line – 0800 028 40 60



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Public Concern at Work and ACAS can advise on the circumstances when it is more appropriate to contact an outside body.
