

Whistleblowing Policy – what to do if you think something is really wrong



Why do you have a whistleblowing policy?

The Ellen MacArthur Cancer Trust is committed to being open, honest and accountable. We seek to encourage a free and open culture, including in our dealings with all employees, volunteers, medics, freelance skippers and Trustees. We want to ensure that no one feels or is at a disadvantage in raising concerns.

Our Whistleblowing Policy aims to help and support you in raising any serious concerns you might have about the Trust and/or any connected individual. You should be able to do this with confidence and without having to worry about being victimised, discriminated against or disadvantaged in any way as a result. We are committed to dealing with all disclosures consistently and fairly.*

Find out more about whistleblowing at protect-advice.org.uk – this is an independent charity that aims to make whistleblowing work for individuals, organisations and society.

What should I raise under the Whistleblowing Policy?

This policy is intended to cover serious or sensitive concerns about any wrongdoing. Examples include:

- Criminal activity;
- Failure to comply with a legal obligation;
- Failure in the protection of a child or vulnerable adult;
- Improper conduct or unethical behaviour;
- Financial malpractice or impropriety or fraud;
- A health and safety risk;
- A failure to protect the environment;
- Attempts to conceal any of the above.

If your concern relates to fundraising, have a look at our Fundraising Complaints Policy as you have the option to escalate any complaint to the Fundraising Regulator or the Independent Fundraising Standards and Adjudication Panel for Scotland.

Employee concerns should normally be dealt with through our Grievance Procedure rather than under this Policy.

If you have concerns that aren't covered above, we encourage you to discuss these with the Trust team in a more informal way.

How do I raise a concern?

Whistleblowing concerns at the Trust are handled by the CEO, Frank Fletcher.

- Email: frank.fletcher@emcancertrust.org
- Phone: 07791 791461.

If the concern involves Frank Fletcher, it should be raised to the Chair of Trustees, Richard Butcher.

- Email: richard.butcher@emcancertrust.org
- Phone: 07714 244424.

If the concern involves both Frank Fletcher and Richard Butcher it should be raised with one of the other Trustees. A list of the Trustees can be found on our website and their contact details are firstname.lastname@emcancertrust.org

A concern can be raised by phone or in writing. If you raise a concern by phone, please can you make it clear you are doing this under our Whistleblowing Policy.

It will help the investigation if you can provide as much information as possible - the history of the concern and, if relevant, provide names, dates and locations as well as the nature and basis of the concern. You do not need to provide proof or evidence for us to look into a concern.

What happens next?

An investigation will be conducted as thoroughly and quickly as is reasonably possible. We will endeavour to keep you informed of the progress and outcome throughout.

Will my complaint remain confidential and/or will it affect my relationship or employment with the Trust?

We will seek to treat any disclosures in a confidential and sensitive manner and we are committed to taking all reasonable steps to maintain your anonymity when requested, unless we are legally required to identify you.

We are committed to taking appropriate action to protect any individual that raises a concern from any harassment, victimisation or bullying.

What if I am not happy at the end of the process?

If you feel we have not dealt with your concern satisfactorily, you can raise it with the appropriate national Regulator. For example, the Health and Safety Executive, Environment Agency, Charity Commission, etc. The full list can be found online by searching the Public Interest (Prescribed Persons) Order 2014.

* Employees who 'blow the whistle' on malpractice within their organisation are protected by the Public Interest Disclosure Act 1998.

© 2020 Ellen MacArthur cancer Trust; all rights reserved.