

The Health Creation Alliance

Whistle-blowing policy

January 2024

1. Introduction

The Health Creation Alliance (THCA) is committed to the highest possible standards of openness, integrity and accountability through encouraging and maintaining a culture where people feel able to raise any genuine concern and are confident that it will be taken seriously.

We support people to 'blow the whistle' on us should we fail in this duty.

2. What is whistle blowing?

In the context of safeguarding, "whistle blowing" is when someone wants to raise a concern about the well-being of a child or an adult at risk which an organisation has failed to address despite being raised previously.

In the context of THCA as an organisation, "whistle blowing" may relate to issues of behaviour, financial propriety and conduct.

3. What to do

We encourage anyone with a concern to use the policies we have for complaints.

If you feel that the issue is not taken seriously or if there are serious conflicts which would prevent the use of the complaints policy, you are encouraged to ask a Director for a discussion. You can choose the Director you think is most independent of the issue and ask for a whistleblowing discussion.

The discussion will be recorded by the Director and will conclude with an agreement about the actions that are to be taken and ways of reporting back to you. The Director will also reach an agreement with you about confidentiality.

You can alternatively choose to write to a director anonymously citing "whistle-blowing". We will investigate and place on our website an account of how we investigated the concern(s) and what we found.

4. What happens next?

All concerns raised by a whistle blower will be taken seriously and every effort will be made to deal with each concern fairly, quickly and proportionately.

We will seek to understand why our systems were unable to respond effectively to the concern raised, making it necessary to whistle blow.

Where we can, we will publish an outcome on our website that protects anonymity but allows people to see actions. Our annual report will include the appropriate details of any whistle-blowing allegations received and what we have done to respond.

5. Support

THCA does not tolerate any harassment, victimisation or unfair treatment of anyone.

We recognise that outcomes for whistleblowers are typically poor and are conscious of the need to value their input at all stages of the process. We will take appropriate action to avoid harm and protect whistleblowers when they raise a concern in good faith.

We recognise that as a small Community Interest Company, if a serious matter arises people may wish to raise matters outside THCA. We would encourage anyone with such concerns to discuss the issues with the Local Authority. Other places concerns could be raised include:

- The Office of the Regulator of Community Interest Companies is responsible for investigating complaints and taking action if necessary. Contact is via: cicregulator@companieshouse.gov.uk
- Social Enterprise UK, of which THCA is a member: www.socialenterprise.org.uk
- WhistleblowersUK (www.wbuk.org) specialises in supporting whistleblowers while
- SpeakUp (www.speakup.com) supports organisations to shift from a compliance culture to a 'speak up' culture.

Date of last full review: January 2024.

We will undertake a light-touch review annually and a full review every 3 years.