

WHISTLEBLOWING POLICY

- The purpose of the policy is to deter malpractice within PANTRY.
- All concerns about unlawful or inappropriate conduct, financial malpractice or practices that endanger the users of PANTRY services fall within the whistleblowing policy.
- The whistleblowing policy is not an appropriate channel if a volunteer is aggrieved with respect to their own personal position.
- PANTRY will not tolerate the harassment or victimisation of anyone raising a genuine concern.
- It is not appropriate for employees or volunteers to raise concerns anonymously.
- Concerns should first be raised with the supervisor, but if the person raising the concern is unable to do this, then they should approach a member of the Management Committee or a Trustee

THE CONCERNS THAT FALL UNDER THE SCOPE OF THIS POLICY

- Undertaking the support of service users in such a way that it is clearly an infringement of their personal, human and basic rights, i.e. abuse of a physical, emotional or sexual nature.
- Introducing an approach to a system of support that is not in line with what can be considered as good practice.
- Endangering the health and safety of a service user.
- Using the property of a service user for their own personal use or benefit.
- Using knowledge about a service user for their own personal gain.
- Disclosing confidential information to the media when not authorised to do so.
- Behaving in such a way that it is clearly an infringement of another volunteer's rights, e.g. bullying, sexual or racial harassment.

- Endangering the health and safety of a volunteer
- Misusing or misappropriating the resources of PANTRY
- Committing a criminal offence.
- Failing to comply with any legal obligation to which you are subject.
- Deliberately concealing information showing any failure within the above paragraphs.

REVIEW

This policy will be reviewed every two years

Date.....

Signature (Chair).....

Signature (Secretary).....