



# CHILDREN'S WORLD

reg. charity no. 1172322 (previously 282743)

28 Northload Street, Glastonbury BA6 9JJ  
01458 833693

[info@childrensworldcharity.org](mailto:info@childrensworldcharity.org)

Directors: Paddy Hill, Kristen Lindop

Trustees: Bruce Abrahams, Jill Barker, Catherine Busby, Martin Casey,  
Maggie Dear, Jessica Hirst, Haggis McLeod

Patron: Michael Eavis CBE [www.childrensworldcharity.org](http://www.childrensworldcharity.org)

## Whistleblowing Policy 2

### Volunteers

Children's World Charity expects all of its volunteers to uphold the highest level of integrity when working with Children's World and encourages the reporting of any wrongdoing that they are concerned about at. Children's World considers whistleblowing a positive act that is in the interest of the Children's World Charity.

Please follow the procedure outlined in this policy to immediately report any concerns that you have about this kind of conduct, so that we can take the necessary action to address these concerns as fast as possible. This policy also covers the actions of third parties such as suppliers and service providers.

#### **The purpose of this policy is to:**

- Encourage Volunteers to say something if they see or become aware of serious wrongdoing.
- Assure Volunteers that they will be treated fairly if they report any wrongdoing in good faith.
- Ask Volunteers to raise their concerns within Children's World Charity, in the first instance, rather than taking the matter outside it. If you are concerned about a third party, please also raise your concerns with us before approaching anyone else

Children's World Charity knows that, despite our best efforts, we will sometimes make mistakes or not meet the standards expected of us. We don't want to just ignore our mistakes; we want to learn from them. That is why we request people to tell us when they see something wrong.

If your complaint is about the behaviour of others towards you then please use our 'Compliments, Comments and Complaints Policy' to raise your concerns if you are a volunteer. These types of behaviours are not covered by this whistleblowing policy.

#### **What is whistleblowing?**

'Whistleblowing' means the reporting of suspected misconduct, fraud, illegal acts, abuse of people or resources, or failure to take necessary action by anyone at Children's World Charity. You're a whistle-blower if you report certain types of wrongdoing. The wrongdoing you disclose must be in the public interest. This means it must affect others, for example other volunteers, charity employees, Children's World Charity or members of the public.

### **Fair treatment for a volunteer:**

Children's World Charity assures you that you shall not be treated unfairly or lose your opportunity to volunteer with Children's World Charity because you 'blew the whistle'. Whistle-blowers can feel assured that Children's World Charity will not treat them unfavourably as a result of their whistleblowing.

### **What should be disclosed?**

Disclosures should relate to at least one of the following matters:

- A criminal offence.
- A breach of a legal obligation.
- A miscarriage of justice.
- A danger to the health and safety of any individual.
- Damage to the environment.
- Deliberate concealment of information tending to show any of the above five matters.

The whistle blower must:

- Reasonably believe that the relevant failure relates to 'the proper administration of charities and funds given, or held, for charitable purposes'.
- Reasonably believe that the information disclosed and any allegation contained in it are substantially true.
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### **Who to report your concerns to:**

Report any wrongdoing or any concern to their line manager. Your report will be dealt with seriously and promptly. The 'whistle blower' will be kept informed of the action being taken on their report.

- The Whistle-blower should promptly report the suspected or actual event to their line manager.
- If the Whistle-blower would be uncomfortable or otherwise reluctant to report to their line manager, then the Whistle-blower could report the event to the next highest or another level of management, including to an appropriate Board Committee or member.
- The Whistle-blower can report the event with his/her identity or anonymously.
- The Whistle blower shall receive no retaliation or retribution for a report that was provided in good faith – that was not done primarily with malice to damage another or the organization.
- A Whistle-blower who makes a report that is not done in good faith is subject to termination of their voluntary services, or other legal means to protect the reputation of the organization and members of its Board and staff.
- Anyone of Children's World Charity, who retaliates against the Whistle-blower (who reported an event in good faith), will be subject to discipline, including possible termination of Board or employee and volunteer status.
- Crimes against person or property, such as assault, rape, burglary, etc., should immediately be reported to local law enforcement personnel.
- Supervisors, managers and/or Board members who receive the reports will promptly act to investigate and/or resolve the issue.
- As a Whistle-blower you shall receive a report within five business days of the initial report, regarding the investigation, disposition or resolution of the issue.

- If the investigation of a report, that was done in good faith and investigated by internal personnel, is not to the Whistle-blower's satisfaction, then he/she has the right to report the event to the appropriate legal or investigative agency.
- The identity of the Whistle-blower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of the organization are subject to subpoena.

### **Involving the media.**

Involving the media in a whistleblowing matter often has the effect of inflaming the situation, not assisting it. It can significantly hamper evidence gathering and the willingness of other relevant individuals to support the process.

We therefore strongly discourage you from involving the media. Children's World Charity will treat any contact with the press as a serious issue and may terminate the Volunteer Services of the Whistle-Blower, unless exceptional circumstances exist. For example, we would generally expect you to have taken all reasonable steps to deal with the matter internally, or with an external regulator, and to have taken full advice from a lawyer or from Public Concern At Work, before you could justify involving the press.

Charity volunteers can report concerns about certain categories of serious wrongdoing to the UK Charity Commission.

<https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer>  
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**This policy was written on: 1st April 2021**

**Next Review Date: 1st April 2022 or as necessary.**

**Reviewed by Maggie Dear, Trustee responsible for Human Resources**

### **CONTACT NUMBERS:**

Children's World office: 01458 833693

Children's World Safeguarding Officer: Maggie Dear 07595 424429

### **LOCAL AUTHORITIES:**

Somerset County Council: 0300 123 2224 (out of hours 0300 123 23 27)

North Somerset Council: 01275 888 808

Bath & North East Somerset Council: 01225 396312 or 01225 396313 (out of hours 01454 615165)

Bristol City Council: 0117 903 6444 (out of hours 01454 615 165)

POLICE: 101

