

# Raising Organisational Concerns (Whistleblowing) Procedure

<b>Definition:</b>
<b>Whistleblowing</b> - the passing on of information concerning organisational wrongdoing

<b>Applicable to:</b>
All RNLI workers (i.e. employees, agency and casual workers, contractors, trainees and placement students), and volunteers.

A worker or volunteer who passes information concerning wrongdoing must reasonably believe that:

- they are acting in the public interest - personal grievances and complaints should be raised under the RNLI's Grievance Procedure or Volunteer Problem Solving Policy
- the disclosure tends to show past, present or likely future wrongdoing in one of the following:
  - criminal offences
  - failure to comply with legal obligations
  - miscarriages of justice
  - dangers to health and safety, or environment
  - deliberate concealment of any of the above categories.

<b>Raising the Concern Internally</b> The person with the concern should report it to the RNLI's third-party provider, Safecall, via its confidential hotline or online reporting facility: <ul style="list-style-type: none"> <li>• <b>Freephone confidential hotline number</b> <ul style="list-style-type: none"> <li>○ 0800 9151571 (UK)</li> <li>○ 1800 812740 (Republic of Ireland)</li> </ul> </li> <li>• <b>Online form web address</b> <ul style="list-style-type: none"> <li>○ <a href="http://www.safecall.co.uk/report">www.safecall.co.uk/report</a></li> </ul> </li> </ul> <p>If the person with the concern wishes to report the concern via letter, they should send it to the RNLI's Whistleblowing Officer at West Quay Road, Poole. If, as a line manager / volunteer manager, you are sent a letter directly, it should be forwarded to the Whistleblowing Officer.</p>	
<b>Raising the Concern Externally</b> If the person with the concern wishes to escalate it an external body, they should seek advice and guidance from:	
<b>Charity Commission for England &amp; Wales</b>	<a href="http://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer">www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer</a>
<b>Office of the Scottish Charity Regulator</b>	<a href="http://www.oscr.org.uk/about-charities/raise-a-concern/whistleblowing">www.oscr.org.uk/about-charities/raise-a-concern/whistleblowing</a>
<b>Charity Commission for Northern Ireland</b>	<a href="http://www.charitycommissionni.org.uk/concerns-and-decisions">www.charitycommissionni.org.uk/concerns-and-decisions</a>
<b>Charities Regulator (Republic of Ireland)</b>	<a href="http://www.charitiesregulator.ie/en/information-for-the-public/raise-a-concern">www.charitiesregulator.ie/en/information-for-the-public/raise-a-concern</a>

All concerns raised will be investigated thoroughly and promptly.

If, having raised a concern in good faith, you believe you have suffered detriment as a result of reporting it, you should contact the RNLI's Whistleblowing Officer ([Rachel.Newman@rnli.org.uk](mailto:Rachel.Newman@rnli.org.uk) 01202 663198 or [Simon.Matthews2@rnli.org.uk](mailto:Simon.Matthews2@rnli.org.uk) 01202 663080).

November 2018