

MOTHERS' UNION WHISTLEBLOWING POLICY DURHAM DIOCESES

This policy is part of the safeguarding suite of policies and includes guidance and good practice to help MU Branches, Deaneries, Dioceses and individuals work towards a safer MU for everyone

To fulfil their commitment to safeguard and promote the welfare of children, all organisations that provide services for, or work with children, are required to have appropriate WHISTLE BLOWING procedures and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed

Whistle blowing may also apply to situations of unacceptable practice, performance or behaviour in situations relating to children or adults who may be vulnerable, and these same principles can be applied

The Public Interest Disclosure Act 1988 gives workers' legal protection against being dismissed or penalised as a result of publicly disclosing certain serious concerns. Whilst the Act does not provide the same level of protection for volunteers the Diocese of Durham and Durham Dioceses Mother's Union adopts the same approach to protection

The policy of Durham Dioceses MU is to safeguard the interest of any of its employees. Office holders or volunteers when they act as alerters regarding any neglect or abuse, mental, physical, emotional, sexual, racial, ethnic, radical or financial, of service users or any similar abuse of colleagues.

Durham Diocese MU accepts that it is bound by the Public Interest Disclosure Act 1988 and guarantees that procedures will be invoked in ways which do not prejudice the whistle blower's own position and prospects.

Durham Dioceses MU will protect the employee, Office holder or volunteer against victimisation and provide support throughout the investigation process.

Durham Dioceses MU is committed to ensuring that all employees Office holders and volunteers

- have knowledge and understanding of protection procedures
- are committed to emphasising that harassment is unacceptable
- are enabled to identify oppressive abuse when it occurs
- are informed regarding their individual duty to act to protect service users
- are made aware of measures to safeguard their interests if they act as 'whistle blowers'
- are made aware of their rights under the Public Interest Disclosure Act 1988

Procedures

Durham Dioceses MU encourages employees Office holders and volunteers to regard as their duty to the Mothers' Union and their professional obligation to raise legitimate concerns about suspected misconduct by colleagues' managers or those whom they work

Durham Dioceses MU sees its employees Office holders and volunteers in the roles of alerters to promote the safeguarding of the rights of others, to log any concerns and report such concerns to Branch Leaders, Deanery Leaders, Trustees, Vice Presidents. President and or MUSO and then the DSA. Alerters will not be asked to verify or prove that concerns are true.

Durham Dioceses MU undertakes to protect its employees, Office holders and volunteers, victimisation when they act as alerters

Anybody who is concerned about any malpractice but is unsure whether to blow the whistle. Or stay silent or are unclear how to go about blowing the whistle may obtain free expert help from the independent charity 'Public Concerns at Work' , suite 306 16 Baldwins Gardens London EC1N 7RJ Telephone 0207 4046609

This policy does not cover personal grievance or complaints