

Whistleblowing Policy

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Whistleblowing Policy

Brain Tumour Research (“the Organisation”) is committed to complying at all times with all applicable laws and regulations and expects all employees, volunteers, and other stakeholders to similarly comply.

The Organisation views breaches of laws, regulations, policies, and procedures very seriously and seeks to uphold the highest standards of integrity and professionalism within the Organisation. The Organisation expects its employees, volunteers, and stakeholders to behave accordingly and to report any breach of any law, regulation, policy or procedure or any malpractice or suspected malpractice that they identify in the workplace. In accordance with the Public Interest Disclosure Act 1998, the Organisation will take the necessary steps to protect the rights and interests of any individual who reports suspected breaches or malpractice.

If you are aware of an incident or matter which may be a criminal offence, an incident of bribery or corruption or fraud, a failure to comply with legal obligations, including but without limitation the Fundraising Code of Practice issued by the Fundraising Regulator, a health and safety violation, an environmental violation or any other act of impropriety or malpractice, you have a duty to report it to the Organisation. By knowing about malpractice at an early stage the Organisation can take the necessary steps to safeguard the interests of staff and protect the Organisation’s reputation.

Reporting Procedure

Employees have an obligation to report any incident or matter referred to in the previous paragraph through the appropriate channel. The Organisation has set up an email address – whistleblowing@braintumourresearch.org which forwards to the Chair of the Remuneration Committee (REMCOM) – for this purpose.

Anyone reporting an incident or matter is entitled to request that it be treated in confidence and, subject to the statements in the ensuing paragraphs, such request will be respected as far as legally possible or practicable.

Failure to report may be treated as misconduct. It is expected that reports will be made internally (in accordance with the first paragraph of this section) unless there are compelling reasons for reporting to an external agency or body. Reporting to an external agency or body in the absence of compelling reasons may also be treated as misconduct.

Any malicious reporting or hostile action against an employee who has made a good faith disclosure under this policy will be regarded as gross misconduct and will result in summary dismissal.

The Chair of REMCOM shall inform the Committee of the process and outcome of any allegation raised through the Whistleblowing Policy.

The Committee shall annually review any instances of whistleblowing to ensure that correct processes have been adhered to and necessary action taken.