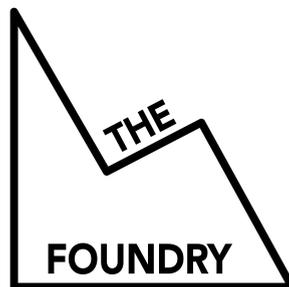


Whistleblowing Policy

The Foundry Mountaineering Club C.I.C

Foundry Instruction and Coaching

Updated 03.2022 (KB)



1. Introduction

- 1.1. This policy has been based on the British Mountaineering Council's Whistleblowing Policy. The Foundry Mountaineering Club C.I.C ("FMC") is an associate member of the British Mountaineering Council (BMC).
- 1.2. The FMC encourages a free and open culture in its dealings between its members, employees, volunteers and all people with whom it engages in business and legal relations. In particular, the FMC recognises that effective and honest communication is essential if malpractice is to be effectively dealt with and the FMC's success ensured.
- 1.3. This policy is designed to provide guidance to all those who work with or within the FMC who may, from time to time, feel that they need to raise certain issues relating to the FMC with someone in confidence.

2. 'Whistleblowing' Procedures

This policy will apply in cases where you genuinely and in good faith, believe that one of the following sets of circumstances is occurring, has occurred or may occur within the organisation:

- 2.1. that a criminal offence has been committed, is being committed or is likely to be committed
- 2.2. that a person has failed, is failing or is likely to fail to comply with any legal obligation to which he or she is subject
- 2.3. that a miscarriage of justice has occurred, is occurring or is likely to occur
- 2.4. that the health and safety of any individual has been, is being or is likely to be endangered
- 2.5. that the environment has been, is being or is likely to be damaged
- 2.6. that information tending to show any matter falling within any one of the preceding paragraphs has been, is being or is likely to be deliberately concealed.

FMC members, employees or volunteers who raise concerns reasonably will not be penalised in any way and all reports will be dealt with in confidence. While it is not necessary that you prove the malpractice or misconduct that you are alleging, but may simply raise a reasonable suspicion, please note that you will not be protected from the consequences of making such a disclosure if, by doing so, you commit a criminal offence.

If you wish to raise or discuss any issues, which might fall into the above category, you should contact the Management Board Chairman who will treat the matter in confidence. In such cases it is likely that further investigation will be necessary, and you may be required to attend a disciplinary or investigative hearing as a witness. Appropriate steps will be taken to support you and ensure that your working environment and /or working relationship is/are

The Foundry Mountaineering Club C.I.C Ltd

Privacy Policy

Updated 03.2022 (KB)

Review 03.2023

not prejudiced by the fact of your disclosure. It is a disciplinary matter both to victimise a bona fide whistleblower and for someone to maliciously make a false allegation.

Confidential advice is also available from the independent charity Public Concern at Work on 020 7404 6609 or email whistle@pcaw.org.uk. Their website is www.pcaw.org.uk

If you reasonably believe that the relevant failure (i.e. one of the set of circumstances listed above) relates wholly or mainly to the conduct of a person other than your employer or any other matter for which a person other than the FMC has legal responsibility, then you should make that disclosure to that other person.

You should be aware that the policy will apply where a disclosure is made in good faith and where you reasonably believe that information disclosed and any allegation contained in it, are substantially true. If any disclosure is made in bad faith (for instance, in order to cause disruption with the FMC), or concerns information which you do not substantially believe is true, or indeed if the disclosure will constitute a disciplinary offence for the purpose of the FMC's Disciplinary Policy and Procedures and may constitute gross misconduct for which summary dismissal is the sanction.

While the FMC hopes that such disclosures will never be necessary within its organisation, it also recognises that it may find itself in circumstances which are new to it. Each case will be treated on its own facts.

If your concern is regarding a child, please consult the FMC Child Protection Policy which is located on the FMC website under policies and procedure.