



The Monday Night Club  
The Lodge, Dingle Road, Leigh  
Worcester WR6 5JX  
Tel: 07973788029  
[www.themondaynightclub.org.uk](http://www.themondaynightclub.org.uk)  
Registered charity number 1160646

## Whistleblowing Policy

Whistleblowing is described as the revelation of wrongdoing, abuse or unethical behaviour by an employee or volunteer within an organisation to those in positions of authority.

The Monday Night Club supports and will provide protection for whistleblowers. If you become aware of anything that makes you feel uncomfortable then discuss the incident with Helen Gill and one other Trustee. Training and supervision will be provided for members and volunteers to ensure they are able to recognise unsuitable and inappropriate behaviour.

The Monday Night Club volunteers must acknowledge their individual responsibility to bring to the attention of Helen Gill and one other Trustee, any concern, suspicion, or allegation so that the matter can be investigated. The concern, suspicion or allegation may be about the behaviour of an employee, carer or volunteer. Acting on a concern, suspicion or allegation can be difficult but it is particularly important to act when the safety of vulnerable adults might be at risk.

## Reasons for Whistleblowing

The Monday Night Club expects all individuals to have a responsibility for raising concerns about unacceptable practice or behaviour:

- To safeguard vulnerable adults both at The Monday Night Club and at other settings
- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent oneself from becoming implicated

The Monday Night Club understands that there are factors that stop people from whistleblowing, such as:

- Starting a chain of events which spirals
- Disrupting the organisation
- Fear of getting it wrong
- Fear of repercussions or hurting colleagues
- Fear of not being believed

Volunteers or members should:

- Raise the concern as soon as possible.
- Try to be specific about what is concerning you and why.
- Put your concern in writing outlining the background and history, giving names, dates, etc.
- Talk to one of the Trustees
- Make sure you get a satisfactory response.

A person voicing a concern is not expected to prove the truth of an allegation, but will need to demonstrate sufficient grounds for concern.

The Monday Night Club will ensure that:

- Any members or volunteers, raising such a concern will be listened to and treated respectfully and their concern will be taken seriously.
- When a person has reported a concern The Monday Night Club has the responsibility to protect that person from any harassment or unfair treatment.
- The person that reported the concern will be informed about its progress.

### **Self-Reporting**

There may be occasions when an individual has a personal difficulty, perhaps a physical or mental health problem, which they recognise to be affecting their competency to fulfil their role. That individual has a responsibility to discuss the situation with one of the Trustees so that appropriate support can be offered. It may be that the individual is required to remove themselves from the club for a period of time.

While such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare and safety of vulnerable adults.

### **Approved by Trustees**

Name:.....Laura Gill.....

Position:.....Chair of Trustees.....

Date:.....12/04/22.....