

THE BRITISH WHEEL OF YOGA WHISTLEBLOWING POLICY

It is the policy of the British Wheel of Yoga to ensure the maintenance of the highest ethical standards in all areas of BWY activities and to encourage a free and open culture in dealings between its officers, employees, volunteers and members (OEV&M). In particular, the BWY recognises that effective and honest communication is essential to its success.

The purpose of the BWY Whistleblowing Policy is to give guidance to BWY OEV&M who may from time to time feel that they need to raise with someone, in confidence, certain issues relating to the BWY should they suspect that the above standards are not being observed by another OEV&M.

WHAT SHOULD YOU DO IF YOU HAVE SUSPICIONS YOU WISH TO RAISE?

If your concerns relate to the activities of one of your immediate colleagues, the matter should be referred to your line manager.

If your concerns relate to your own line manager, or someone more senior, or acting within an official volunteering capacity within BWY – and you have concerns that were the matter raised with this person it would not be acted upon – a direct referral should be made to a national managing officer (as listed at the end of this Policy)

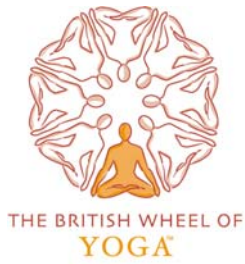
WHAT FURTHER ACTION WILL BE NECESSARY?

In addition to your written concerns you may be asked to provide details of any evidence in your possession to support your allegation. You may be asked to attend a meeting with managing officers to address your concerns and to be questioned in relation to your concerns. You will be entitled to bring with you, as support, another OEV&M. You will be advised of any action that is proposed to be taken.

Appropriate steps will be taken to ensure that your working environment and/or working relationships are not prejudiced in any way by your disclosure.

You are entitled to protection against any form of discrimination as a result of any legitimate concerns which you bring to the attention of the BWY following the above procedures. However, you are reminded that making false or malicious allegations concerning another OEV&M is a serious disciplinary offence and may give rise to disciplinary proceedings or other disciplinary action.

Nothing contained in this Policy will have any effect on your statutory rights for protection in connection with “protected disclosures”, in accordance with the definition of “protected disclosures” given in The Public Interest Disclosure Act 1998. The following circumstances constitute a “qualifying disclosure” whereby The Public Interest Disclosure Act 1998 provides protection for the person reporting such a circumstance.



- A criminal offence has been committed, is being committed or is likely to be committed
- A person has failed, is failing or is likely to fail to comply with any legal obligation to which he or she is subject
- A miscarriage of justice has occurred, is occurring or is likely to occur
- The health and safety of any individual has been, is being or is likely to be endangered
- The environment has been, is being or is likely to be damaged
- Information tending to show any matter failing within any one of the preceding points has been, is being or is likely to be concealed

Managing Officers who may be contacted for direct referrals

Chair	chair@bwy.org.uk
Vice Chair	vicechair@bwy.org.uk
Chief Executive Officer	ceo@bwy.org.uk
Equity & Welfare Manager	cpandequity@bwy.org.uk

To contact the above named officers by post please address your envelope to the named person, marking the envelope “Private and Confidential, for the personal attention of the named addressee only” and send it to

BWY Central Office, 25 Jermyn Street, Sleaford, Lincs NG34 7RU

Original Policy dated December 2006, amended July 2011



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