



## Policy: Whistleblowing

While we have no employees and have no intention of moving our model from Volunteer only we will follow the **Public Interest Disclosure Act 1998 (PIDA)** as if a Volunteer was an employee wherever practical. This includes protecting and supporting the Volunteer when coming forward.

### 1. WHAT WOULD CONSTITUTE WHISTLEBLOWING

- 1.1. A criminal offence has been, or, is likely to be, committed.
- 1.2. Not obeying the law.
- 1.3. Volunteer health and safety is in danger.
- 1.4. Damage to the environment.
- 1.5. Deliberate covering up of matters above.

### 2. REPORTING

- 2.1. A Volunteer can inform a Trustee who would.
  - 2.1.1. Record the complaint.
  - 2.1.2. Investigate the complain.
  - 2.1.3. Decide on action and lessons.
  - 2.1.4. If serious report the matter to the Scottish Charity Regulator (OSCR) for further guidance.

### 3. WHERE A TRUSTEE IS INVOLVED

- 3.1. A Volunteer must report the matter directly to the Scottish Charity Regulator (OSCR).