

Bradford The Bradford Bulls Foundation Whistle Blowing Policy

Date Created; 03 April 2018

Date Reviewed June 2019

Date to Revise June 2023



Bradford Bulls Foundation recognises that employees or volunteers may have concerns about work that extend beyond those normally dealt with via the grievance procedure. In particular concerns that relate to the following list:

- Commission of a criminal offence
- The failure of a person to comply with a legal obligation
- Safeguarding concerns relating to an employee or volunteer of the Foundation
- The occurrence of a miscarriage of justice
- The endangering of a person's health and safety
- Damage to the environment
- Or the deliberate concealment of information concerning any of the above.

If you reasonably believe that one of the above concerns has occurred or is likely to occur, and that disclosing the above information would be in the public interest you should report this to a Foundation Manager, or in their absence a Trustee of the Board: as detailed below.

- Raise your concerns with either the Foundation Manager in the first instance.
- If your concern involves the Foundation Manager, raise your concerns with the Chair of the Board of trustees.
- Explain fully the circumstances surrounding your belief, including the reasons why you believe this to be the case.
- Agree a date and time for the matter to be discussed again, following a full investigation of the complaint. You will be notified of the outcome and what steps have been taken to deal with your concerns, within a reasonable time of you making the complaint.

If you remain dissatisfied with the outcome, you have the right to make your concerns known to a relevant prescribed person designated by the Public Interest Disclosure (Prescribed Persons) Order 1999 and subsequent amendments. This includes a legal adviser, Minister of the Crown or a regulatory person or body.

Anyone who raises concerns listed above has the right to confidentiality and protection from detrimental treatment at all times.

If you believe that you have suffered any detrimental treatment as a result of making a whistleblowing claim you should inform a Trustee of the Foundation Board,

It is a disciplinary offence to victimise, threaten or retaliate against an individual who has made a legitimate whistleblowing claim. If you are involved in such conduct you may be subject to disciplinary action, which may result in your dismissal.

Finally, if it is found that you have made a false whistleblowing claim maliciously, or with a view to personal gain, you may be subject to disciplinary action.

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