

HACRO

The Hertfordshire Association for the Care and Rehabilitation of Offenders

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HACRO WHISTLE BLOWING POLICY

<https://www.gov.uk/government/publications/ssro-whistleblowing-policy/whistleblowing-policy>

1-3 rev 4

Introduction

HACRO is a charity registered in the UK number 1163064. Our **Mission** is to offer support for offenders, potential offenders and their families to manage positive change in their lives. To engage with influential partners in the community of Hertfordshire and neighbouring counties and work to establish a range of educational and training initiatives with a focus on gaps in provision.

1. If a member of HACRO's staff or a volunteer truly believes that someone's health and safety is in danger; or that a criminal offence may have been committed; or that wrongdoing is being covered up; or that the charity is not obeying the law; or such similar grave problems are taking place; then it is their duty to report it to the Chief Executive Officer (CEO) of HACRO. It is the duty of the CEO to investigate it and if a solution cannot be found, it must be escalated to the board.
2. HACRO staff or volunteers who report a serious complaint to the HACRO board will not be discriminated against in any way because they have made such a complaint.
3. It is the duty of a HACRO board member to inform the whole board of the problem.
4. It is the duty of the HACRO board to investigate the problem fully and fairly, and take appropriate action to deal with it. If the person accused of any inappropriate or criminal activity is a Trustee, then the investigation should be carried out by the Charity Commission or another charity in Hertfordshire :
 - Promptly, reviewing preliminary findings within 10 working days unless there is a good reason for not doing so.
 - Transparently, sharing with other Trustees unless there is a legal reason for not doing so. Normally between three and five trustees will be aware of any serious complaint.
 - In accordance with the law.

Registered Charity Number 1163064

When this policy takes effect: 2 July 2020

- Advising the Charity Commission of any breach of CIO regulations or the HACRO governing document (The Constitution).
 - Arrive at a resolution to the problem and document it.
 - Advise action taken to the Charity Commission.
 - Publish action taken
5. If after full and fair investigation the complaint is found to be vexatious, then it will be dealt with as a disciplinary issue.