



UK Association for Humanistic  
Psychology Practitioners

## Whistleblower Policy

### 1. What is whistleblowing

1.1 'Whistleblowing' is when a public interest concern about wrongdoing in an organisation is raised by:

- an employee
- a former employee
- a member of an organisation
- or a volunteer within an organisation

1.2 Raising concerns about wrongdoing can be one of the most difficult and challenging things to do in an organisational environment. Under this policy legitimate concerns can be brought forward without fear of anyone being blamed or suffering any disadvantage for doing so.

### 2. What types of concerns can be raised by whistleblowers

2.1. The Public Interest Disclosure Act (PIDA) 1998 provides protection for workers who reasonably believe that they are acting in the public interest and where the disclosure falls into one of more of the following categories;

- A criminal offence that has, is being, or is likely to be committed

Unauthorised or inappropriate disclosure, misuse or loss of confidential, personal and / or sensitive information

- A miscarriage of justice
- Risk or damage to the environment • A danger to the health and safety of employees or others • Attempts to suppress or hide information relating to wrongdoing.

2.2 The concern can be about an incident that happened in the past, is happening now or that you believe is likely in the future.

2.3 As long as you hold a reasonable belief that the information is true then you will be covered by the protection set out in this policy regardless of whether you are mistaken or the matter cannot be proved.

2.4 Whistleblowing does not cover concerns where there is no public interest element. Concerns relating to an individual matter where there is no public interest should be considered under the UKAHPP Disciplinary Procedure.

### 3. Confidentiality and anonymity

3.1 It is possible to raise a concern anonymously. However, this may mean that it is difficult to investigate fully especially if there is insufficient information and complainants are encouraged not to seek anonymity.

3.2 UKAHPP will not tolerate any harassment or victimisation of anyone raising a concern and will fully respect any request for confidentiality.

3.3 UKAHPP will make every effort to protect an identity unless required to disclose it by law.

3.4 If it becomes clear that resolution of the issue cannot be achieved while maintaining confidentiality, UKAHPP will consider the complainant's views together with any wider legal obligations before deciding whether or not to proceed with the investigation.

#### 4. How to raise a concern

4.1 Any UKAHPP member or any member of the public can raise a concern about perceived potential wrongdoing within UKAHPP.

##### Step 1

4.2 Where possible you should raise any matter of concern, serious or otherwise with the UKAHPP General Secretary. This should preferably be in writing but may be done verbally.

##### Step 2

4.3 Should the UKAHPP General Secretary be the subject of concern the matter can be raised with the UKAHPP Chair or Ethics Committee Chair. If you feel unable, for whatever reason, to raise the matter with any of the officers of the UKAHPP Board any UKAHPP Director should be approached.

4.3 When raising your concern it is helpful for you to provide an explanation with as much detail as possible including dates and times of incidents, any eye witness details and any supporting documents that you have.

##### Step 3

4.4 Raising concerns externally

4.5 Where attempts to raise matters internally have been unsuccessful or, exceptionally, you feel you cannot raise their concerns with any UKAHPP Board member, you may consider raising the matter with the relevant regulatory authority, the Professional Standards Agency, which oversees the UKAHPP Board's governance. The PSA can be contacted at .

#### 5. What happens next

5.1 Concerns raised will be considered in full in order to determine whether any action is needed. This may mean reporting it to the police if possible criminality is involved or referring to the Ethics Committee to consider under the UKAHPP Disciplinary Procedure.

5.2 UKAHPP will keep any complainant informed about proposals to deal with the matter and the outcome of the investigation consistent with any duties of confidentiality to others.

#### 6. Support for whistleblowers

6.1 Whistleblowing may be very difficult. UKAHPP will take every step to ensure we whistleblowers a protected and supported. However, it is accepted that some people may feel more comfortable seeking external support in this situation.

6.3 The independent charity Public Concern at Work on 0207 404 6609 can provide support.