

TRUE YOGA: RAISING CONCERNS AND WHISTLEBLOWING POLICY

I General

1. True Yoga wishes to promote a culture of transparency and openness and believes that all staff, volunteers and other members should be free to raise legitimate concerns.
2. True Yoga supports such action and believes that where matters of concern can be identified early there is greater scope for resolving and learning from issues.
3. All members of True Yoga, volunteers and staff are expected to conduct themselves in line with True Yoga's Code of Ethical Practice.
4. Any person should be free to raise concerns where they have reason to believe that an individual's behaviour does not fall within the code.
5. Whistleblowing means raising concerns about wrongdoing by an individual within the organisation or in the organisation as a whole.
6. All whistleblowers can ask that their concerns be treated in confidence and True Yoga and any course director will use their best endeavours to ensure that this is respected.
7. No individual will suffer any discrimination or victimisation by raising such concerns.

II Procedure for Raising Concerns

1. Any individual should feel free to raise legitimate concerns with their course director, or any other member of the faculty at any time.
2. Where possible, such concerns should be put in writing and marked private and confidential. Any evidence supporting the concerns should be included.
3. The individual raising concerns may be asked to meet and discuss the issues further. They may invite a colleague or friend to accompany them should they so wish.
4. The person in receipt of such concerns will keep a record of any information received and what action is taken.
5. The individual raising concerns must accept that it will not always be possible to give feedback.
6. Nothing in this policy affects an individual's statutory rights.

III Implementation

1. This policy is central to the organisation and will therefore be disseminated to all members and students.
2. Any concern that is raised under it should be brought to the attention of the Course Director.
3. Raising concerns should be a standing agenda item at every Board Meeting.

IV Protection

1. In certain circumstances an individual who raises concerns in good faith will be protected by law under the Public Interest Disclosure Act 1998.
2. In order to be protected that person must:
 - (i) Be acting in the public interest. This means that personal grievances will usually not be covered.
 - (ii) They believe that there is likelihood of past, present or future wrongdoing that falls within one or more of the following categories:
 - A criminal offence
 - Failing to carry out a legal obligation
 - Miscarriage of justice
 - Endangering someone's health or safety
 - Damage to the environment
 - Covering up any of the above

Contact Details

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