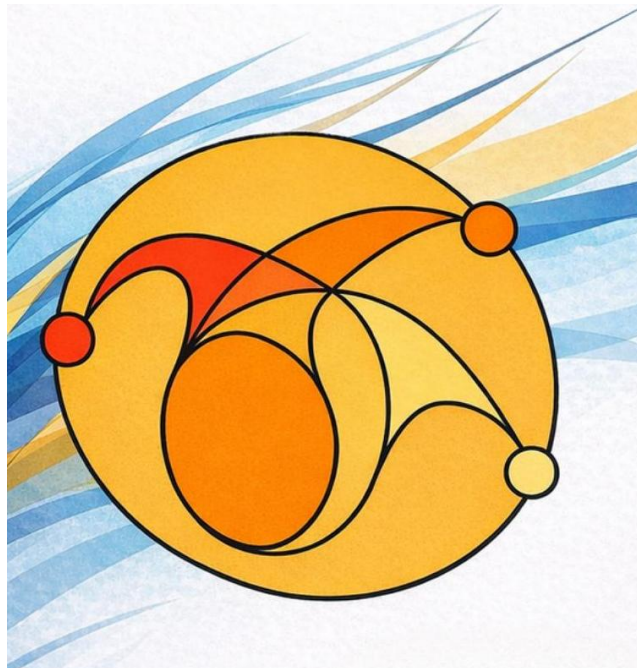


THE
PROVOCATIVE CHANGE
WORKS
WHISTLEBLOWER'S CHARTER





Contents

Contents	1
Whistleblower's Charter	2
Policy Statement.....	2
Purpose.....	2
Scope and Applicability	2
Protected Disclosures	3
Reporting Procedures.....	3
Step 1: Initial Contact	3
Step 2: Submission of Concern.....	3
Step 3: Preliminary Assessment.....	4
Step 4: Formal Investigation	4
Step 5: Outcomes and Actions	4
Confidentiality and Protection	5
Protection Against Detrimental Treatment	5
Support for Whistleblowers	5
External Reporting.....	5
Policy Review.....	6



Whistleblower's Charter

THE ASSOCIATION FOR PCW PRACTITIONERS

Effective Date: January 01, 2026

Review Date: January 01, 2027

Version: 1.0

Policy Statement

The Association for PCW Practitioners (hereafter referred to as “the Association”) is committed to maintaining the highest standards of honesty, integrity, and transparency. This Charter serves as both a statement of principles and a procedural guide for whistleblowing within the Association. It is periodically reviewed to ensure alignment with legal standards. It ensures that individuals can report concerns about wrongdoing or risks confidently and without fear of reprisal. This Charter aligns with the Public Interest Disclosure Act 1998 (PIDA) and relevant UK Government guidance on whistleblowing.

Purpose

The purpose of this Charter is to establish a clear and transparent process for raising concerns about unethical practices, professional misconduct, criminal acts, or risks to health, safety, and welfare. It ensures such concerns are handled appropriately, with the whistleblower protected from retaliation or detrimental treatment.

Scope and Applicability

This Charter applies to all members, contractors, and volunteers associated with the Association. It encourages the reporting of concerns related to unethical practices, breaches of legal obligations, risks to health and safety, environmental harm, or any actions that compromise the integrity of the Association.



Protected Disclosures

Protected disclosures are statements or reports made in good faith and in the public interest. These disclosures may include concerns related to:

- ☐ Criminal offences, such as fraud, theft, or misrepresentation.
- ☐ Failure to comply with legal obligations, including data protection and health and safety laws.
- ☐ Risks to health, safety, or the environment.
- ☐ Miscarriages of justice.
- ☐ Attempts to conceal any of the above.

The information provided must be reasonably believed to be accurate and substantiated. Malicious or knowingly false allegations may result in disciplinary action in accordance with the Association's disciplinary procedures.

Reporting Procedures

The Association encourages individuals to report concerns internally as the first step. The process for reporting concerns is outlined below:

Step 1: Initial Contact

Concerns should be raised confidentially with the Association's Complaints Officer (CO). If the Complaints Officer is unavailable, concerns may be directed to a designated board member. Contact details for the CO and board members are available on the Association's website.

Step 2: Submission of Concern

Reports should ideally be submitted in writing and include:

- ☐ The nature of the concern.



- ☐ Relevant dates and details.
- ☐ Names of individuals involved.
- ☐ Any supporting evidence or documentation.

Step 3: Preliminary Assessment

Once a concern is received, the CO will review the information provided to determine whether a formal investigation is warranted. The whistleblower will be notified of progress at this stage.

Step 4: Formal Investigation

If necessary, a formal investigation will be initiated. During the investigation:

- ☐ The investigation will be conducted with strict confidentiality, and efforts will be made to protect the whistleblower's identity.
- ☐ Relevant evidence will be gathered, and individuals involved may be interviewed to substantiate the concern.

Step 5: Outcomes and Actions

If the investigation substantiates the concern, appropriate corrective actions will be taken to resolve the issue. The whistleblower will be informed of the investigation's outcome in a manner that respects confidentiality requirements.

If an investigation substantiates misconduct that poses a risk to public safety, client welfare, or professional integrity, the matter may be escalated to external authorities as outlined in the Process for Informing Relevant Bodies of Complaints Outcomes Policy.

If the concern is not substantiated, the whistleblower will also be notified of this conclusion.



Confidentiality and Protection

The Association is committed to safeguarding the identity of whistleblowers. All information related to disclosures will be shared only on a strict need-to-know basis. The Association will make all reasonable efforts to prevent identification, reprisal, or detrimental treatment of whistleblowers.

Protection Against Detrimental Treatment

Whistleblowers who raise concerns in good faith are protected under the Public Interest Disclosure Act 1998 (PIDA). Retaliation or adverse treatment against whistleblowers is strictly prohibited. Any member or individual found retaliating against a whistleblower will face disciplinary action, up to and including termination of membership or other contractual relationships with the Association.

Support for Whistleblowers

The Association recognises the importance of supporting whistleblowers throughout the reporting and investigation process. Support measures may include access to counselling or guidance services. The Association is committed to protecting the whistleblower's well-being and professional integrity.

External Reporting

If internal reporting channels are insufficient or concerns remain unresolved, whistleblowers may escalate their concerns to external bodies. These may include:

- ☐ Relevant regulatory authorities, such as the Charity Commission or Information Commissioner's Office (ICO).
- ☐ A legal adviser for guidance on further steps.

The Association encourages individuals to exhaust internal channels first to allow for proper investigation and resolution of concerns.



Policy Review

This Charter will be reviewed annually to ensure alignment with current legal standards and the Association's values. Updates to this Charter will be communicated to all members.

This policy, effective 01 January 2026, has been approved by the PCW Association Board. It reflects the Association's commitment to ethical practices, transparency, and the protection of whistleblowers.

Issued by the PCW Association Board