



OACGB

Whistleblowing Policy

Introduced February 2026

The charity is committed to being open, honest and accountable. It encourages a free and open culture in its dealings between the Trustees and all those working with the charity, including volunteers, associates, self employed evangelists and others with designated roles (hereafter referred to as ‘workers’).

This policy aims to help the Trustees and workers raise any serious concerns they may have about those acting with, or on behalf of OAC, with confidence and without having to worry about being victimised, discriminated against or disadvantaged in any way as a result.

It is written in the context of the Public Interest Disclosure Act 1998 (which protects employees but not volunteers or those considered genuinely ‘self-employed’). The act offers guiding principles but may not offer full legal safeguards, for those who ‘blow the whistle’ on malpractices within their organisation.

[The Public Interest Disclosure Act - GOV.UK](#)

It should be noted however, due to the nature of OAC GB, this policy may be limited in scope as the organisation has no employed workers. The trustees and leaders within the organisation will endeavour, in all circumstances, to apply the core principles of the above stated act.

What is Whistleblowing?

Whistleblowing, or public interest disclosure, is when a worker reports a concern about the improper actions or omissions of their colleagues or their charity which may cause harm to others or to the organisation. Obvious examples of such improper actions include theft, fraud, abuse, breaches of health & safety.

The disclosure should be made ‘in good faith.’ In other words the disclosure must be made from a real concern about wrongdoing. Knowingly and maliciously making false accusations for ulterior motives is not whistleblowing. The whistleblower should reasonably believe the information and allegation is substantially true, even if the information later turns out to have been incorrect.



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Whistleblowing is not the same as making a complaint or raising a grievance, where the individual is saying that they have personally been poorly treated. A whistleblower is usually not directly or personally affected by the concern and therefore rarely has a direct personal interest in the outcome of any investigation into their concerns.

The whistleblower raises the concern so that others can address it. Examples of concern may include:

- a worker defrauding the charity or anyone associated with the charity;
- the physical or emotional abuse of children, young people, vulnerable adults or the elderly;
- anyone making inappropriate use of the charity's resource (e.g.: for their own personal benefit);
- faulty equipment that puts at risk the safety of employees or anyone associated with the charity.

Good Practice

For effective risk management, workers need to be confident that they can raise matters of concern without suffering any detriment. Not dealing with problems early could have a devastating effect on organisations with costly fines, compensation, higher insurance premiums, damaged reputation, regulatory investigation, and even lost lives.

What types of concerns should be raised?

The policy is intended to deal with serious or sensitive concerns about wrongdoings such as the following:

- a criminal offence
- a failure to comply with any legal obligation
- a failure in the protection of children or vulnerable adults
- a miscarriage of justice
- a health and safety risk to an individual
- damage to the environment

or concealment of the above.

It is not necessary for individuals who raise the concern to prove the wrongdoing that is alleged to have occurred or is likely to occur.



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However if an individual knowingly or maliciously makes an untrue allegation (e.g.: in order to cause disruption with the charity), the charity will take appropriate action against them.

How to raise a concern within OAC

The National Director is the person designated to handle whistleblowing concerns and shall be known as the Whistleblowing Officer. If a whistleblowing concern is regarding the National Director, this should be referred to the Chair of Trustees.

Individuals are encouraged to raise their concerns in writing where possible, setting out the background and history of their concerns (giving names, dates and places where possible) and indicating the reasons for their concerns.

Workers may approach the independent charity, Public Concern at Work's legal helpline on 020 7404 6609, email: helpline@pcaw.co.uk

Public Concern at Work will be able to advise on how and with whom to raise a concern about malpractice.

If the individual reasonably believes that the matter relates wholly or mainly to the conduct of a person or body other than the charity or any other matter for which a person or body other than the charity has legal responsibility, the disclosure should be made to that other person or body.

Protecting the individual raising the concern

If an individual raises a concern which they believe to be true, the charity will take appropriate action to protect the individual from any harassment, victimisation or bullying.

The matter will be treated confidentially if the individual requests it and their name or position will not be revealed without their permission unless the charity must do so by law. If in other circumstances the concern cannot be resolved without revealing the individual's identity, the Whistleblowing Officer will discuss with the individual whether and how to proceed.



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Concerns raised anonymously tend to be far less effective but the Whistleblowing Officer will decide whether or not to consider the matter taking into account:

- the seriousness of the matter;
- whether the concern is believable;
- whether an investigation can be conducted based on the information provided.

How the charity will deal with the concern

How the concern will be dealt with, will depend on what it involves. It is likely that further enquiries and/or investigation will be necessary. The concern may be investigated by the charity's Whistleblowing Officer, the Trustees, or it may be referred to the police, other agencies such as Social Services, an external auditor or an independent investigator. It may be necessary for the individual to give evidence in criminal or disciplinary proceedings.

The charity will give the individual feedback on the progress and outcome of any investigation wherever possible.

If the suspicions are not confirmed by an investigation, the matter will be closed. Workers will not be treated or regarded any differently for raising the concern, and their confidentiality will continue to be protected.