



# Whistleblowing Policy

V2.1 August 2024

# CONTENTS

- 1. Introduction ..... **Error! Bookmark not defined.**
- 2. What is Whistleblowing? ..... 3
- 3. How to make a complaint..... 4
- 4. What we will do ..... **Error! Bookmark not defined.**
- 5. Making your claim anonymously or confidentially ..... 4
- 6. BCS Staff Only..... 5
- 7. Seeking Independent Advice ..... 5
- 8. Review Arrangements..... 6
- 9. How to Contact Us ..... 6

This document forms part of our Management Systems and compliance is mandatory for all staff and contractors. If you find any weaknesses in the document or examples of non-compliance, please report it to the Compliance Team at [compliance@bcs.uk](mailto:compliance@bcs.uk).

## 1. Policy Statement

- 1.1 BCS aims to conduct its business with the highest standards of honesty and integrity and any wrongdoing by employees, officers or third parties we work with should be reported. This policy is designed to deal with concerns raised in relation to specific issues of wrong-doing which may be illegal, against the public interest or damaging to the reputation of BCS.
- 1.2 This policy applies to employees, officers, agency workers, casual workers, consultants and self-employed contractors.
- 1.3 By knowing about malpractice/poor practice we can take the necessary steps to safeguard the interests of our customers, centres, members, students and staff. In summary, do not hesitate to get in touch with us and 'speak up' or 'blow the whistle'.
- 1.4 We recognise that you may be worried that by reporting such issues you may be subject to some adverse action so we have outlined how you can choose to report an incident anonymously and how you will be protected.

## 2. What is Whistleblowing?

Whistleblowing is when you disclose an act, generally illegal, which the person committing the act would not wish to become public knowledge. The wrongdoing you disclose must be in the public interest, so it must affect others, for example, the general public. Officially this is called 'making a disclosure in the public interest'.

Whistleblowing is distinct from complaints, employment disputes, grievance and alleged breaches of the members' Code of Conduct.

### Complaints that count as whistleblowing

- a criminal offence, for example fraud;
- risk or actual damage to the environment;
- a miscarriage of justice;
- bribery or corruption;
- the company is breaking the law, for example does not have the right insurance;
- you believe someone is covering up wrongdoing;
- failure to comply with a legal obligation;
- danger to health and safety;
- serious negligence;
- conduct that is likely to cause damage to our reputation or financial wellbeing;
- the deliberate concealment of any of the above matters.

If you have a genuine concern about any of the above you should report it under this policy as a whistleblowing concern, it will then be investigated. It is not necessary for you to have gathered evidence or proof, provided you have a genuine concern this should be reported.

## Complaints that do not count as whistleblowing

- complaints about an expression of personal dissatisfaction (e.g. with a product or service being received). Anyone that wishes to raise these types of complaints should follow the BCS Complaints Policy;
- anyone who has a dispute about his or her own employment position or contract. If you are experiencing such a dispute you should take this up with your employer or another responsible body. We cannot investigate or taken any action over such instances;
- personal grievances (for example bullying, harassment, discrimination) unless your particular case is in the public interest. You should report these following BCS standard HR practices.

## 3 Responsibilities

3.1 Everyone has a role to play in ensuring the success of this policy. This policy should be followed to report any suspected danger or wrongdoing as soon as possible. All managers must set an appropriate standard and must proactively promote awareness of this policy and ensure that concerns are taken seriously.

## 4. How to make a Complaint

Anyone has the right to whistleblow if you feel it is right to do so in the public interest. Whilst we do not expect absolute proof of wrong-doing that you report, you will need to show the reasons for your concern. You can raise this by contacting us, details are at the end of this policy.

## 5. What we will do

If you have provided your name and contact details, we will acknowledge receipt of your complaint within 2 working days. It may be necessary to contact you again to ask for further information.

We will then investigate your complaint in accordance with our internal procedures and decide upon an appropriate response.

Once a concern has been raised we have a duty to pursue the matter. This means that it will not be possible to prevent the matter being investigated by subsequently withdrawing your allegation.

If the outcome results in a proven case of wrongdoing/malpractice, we will act against the relevant parties. We will inform you that the investigation has been concluded and the outcome of the investigation, where possible. We may not disclose all details of the investigation as it may not be appropriate for us to do so due to confidentiality or legal reasons.

If the allegation is not proven by the investigation, if you (as the whistle-blower) did not deliberately raise an allegation you knew to be untrue, no action will be taken against you by the BCS. If the allegation was made due to a genuine misunderstanding, the individual(s) who have been the subject of the investigation will be expected to bear no malice or ill feeling towards their accuser and that colleagues should not mistreat a whistle-blower.

If, however, the investigation concludes that you raised an allegation which you knew not to be true, we reserve the right to take further action.

## 6. Making your claim anonymously or confidentially

It is your right to choose to remain anonymous if you are concerned about repercussions. You may also choose to do so. Whilst we will try to respect your wishes with regards to confidentiality, this may not be possible in the following circumstances:

- the police, fraud prevention agencies or other law enforcement agencies require your information to investigate or prevent crime, including fraud;
- we are obligated to do so by a court of law;
- another person or organisation to whom we are required by law to disclose your identity.

You should also be aware of the fact that someone may be able to recognise you due to the nature or circumstances of the disclosure.

Anonymous whistleblowers will not ordinarily be able to receive feedback and that any action taken to look into a disclosure could be limited – anonymous whistleblowers may seek feedback by using an anonymised email address.

Please note that if you report your concern to the media, in most cases, you will lose your whistleblowing legal rights.

## 7. BCS Staff Only

The Public Interest Disclosure Act 1998 (PIDA) protects all staff from dismissal or other disciplinary action when they report wrong-doing by their employers. To be protected by law, a worker must be making a disclosure of information which they reasonably believe is made in the public interest and which they reasonably believe shows one or more of the following examples of wrongdoing has occurred or is likely to occur. A disclosure will not be protected if the worker making it does not do so in the public interest, commits a criminal offence in making it, has received the information in the course of providing legal advice (legal privileged information) or does not make the disclosure in the reasonable belief that the content is substantially true.

Staff should normally raise the issue with their Line Manager in the first instance. If after reporting the matter the issue is not resolved, then please contact your Divisional Director. If, under the circumstances you do not feel comfortable about this, then you can raise the issue directly with the Chief Executive, Managing Director, Head of HR or Head of Legal & Compliance.

There are other options if you do not want to report your concern to BCS, for example you can [get legal advice](#) from a lawyer, or tell a [prescribed person or body](#).

If you tell a prescribed person or body, it must be one that deals with the issue you're raising, for example a disclosure about wrongdoing BCS Institute can be made to the Charity Commission.

## Seeking Independent Advice

If you are considering making a disclosure to us and you are unsure as to whether you will have the protection of the whistleblowing provisions, before you make any disclosure you should consider:

- Getting independent legal advice
- Advisory, Conciliation and Arbitration Service (ACAS)  
<http://www.acas.org.uk>
- Contacting Protect which is an independent organisation which provides free legal advice to staff who are worried about malpractice at work:

Protect  
CAN Mezzanine  
7 - 14 Great Dover Street  
London, SE1 4YR  
Tel: 020 7404 6609 (Mon-Fri 9.00am-6.00pm)

## 8. Review Arrangements

We will review this policy annually as part of our self-evaluation arrangements and will revise it as and when necessary in response to external feedback, trends from our internal monitoring arrangements, changes in our practices, actions from the regulatory authorities or external agencies or changes in legislation. If you would like to feed back any views, please contact us via the details below.

## 9. How to Contact Us

Who you should contact depends on the person you are telling us about:

**About staff members:**

Email: [whistleblowing@bcs.uk](mailto:whistleblowing@bcs.uk) / +44 1793 417424

**About Trustees, Officers or Executive Board Members:**

Attention of Chair of the Audit and Risk Committee [rafc@bcs.uk](mailto:rafc@bcs.uk)

**About Accredited or Approved Centres:**

Email: [whistleblowing@bcs.uk](mailto:whistleblowing@bcs.uk) / +44 1793 417 417

**By Post:**

BCS, The Chartered Institute for IT  
3 Newbridge Square  
Swindon, SN1 1BY  
United Kingdom



For further information please contact:

**BCS**

The Chartered Institute for IT  
3 Newbridge Square  
Swindon  
SN1 1BY

**T** +44 (0)1793 417 417

[www.bcs.org](http://www.bcs.org)

© 2024 Reserved. BCS, The Chartered Institute for IT

All rights reserved. No part of this material protected by this copyright may be reproduced or utilised in any form, or by any means, electronic or mechanical, including photocopying, recording, or by any information storage and retrieval system without prior authorisation and credit to BCS, The Chartered Institute for IT.

Although BCS, The Chartered Institute for IT has used reasonable endeavours in compiling the document it does not guarantee nor shall it be responsible for reliance upon the contents of the document and shall not be liable for any false, inaccurate or incomplete information. Any reliance placed upon the contents by the reader is at the reader's sole risk and BCS, The Chartered Institute for IT shall not be liable for any consequences of such reliance.

