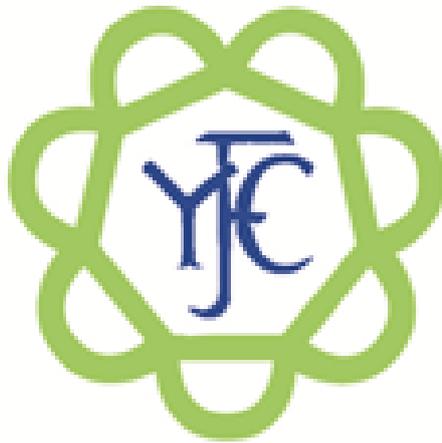


Yorkshire Federation of Young Farmers' Club

Member Whistleblowing Policy



Approved by Executive Committee
October 2019

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Member Whistleblowing Policy

1. Introduction

The word whistleblowing in this Policy refers to the disclosure internally or externally by Members of malpractice and/or illegal acts or omissions.

2. Policy Statement

YFYFC is committed to achieving the highest possible standards of service and highest possible ethical standards in public life and in all of its practices.

To achieve these ends, it encourages freedom of speech. It also encourages Members to use this mechanism for reporting any malpractice or illegal acts or omissions by other Trustees or staff.

3. Other Policies and Procedures

YFYFC has a **Staff Grievance Procedure** which should be used in conjunction with this policy. Members are encouraged to use these procedures when appropriate. There may be times, however when the matter needs to be handled in a different way. Examples may be:

- Ill treatment of a staff member or member by another member.
- A criminal offence has been committed, is being committed or is likely to be committed.
- Suspected fraud.
- Breach of standing financial instructions.
- Showing undue favour over a contractual matter or to a job applicant.
- A breach of a Code of Conduct.
- Information on any of the above has been, is being, or is likely to be concealed.

This list is not exhaustive.

YFYFC will not tolerate any harassment or victimisation of a whistleblower (including informal pressures) and will treat this as serious and may result in removal from the Federation.

Only where false allegations are made maliciously, will it be considered appropriate to act against the whistleblower under the terms of all relevant policies.

Adopted by:
Executive Committee Chair

Signed:
Georgina Fort, County Chairman

Date: October 2019

Review Date: