

Whistleblowing Policy 2019

The Society of St. Pius X (the Society) is committed to carrying out its activities with honesty and integrity, and expects all employees and volunteers to maintain high standards in their conduct in accordance with the contractual obligations and policies of the Society.

All organisations face the risk of human error or unethical behaviour. As such, a culture of openness, dialogue and accountability is deemed essential in order to prevent such situations arising or to address them when they do occur. Employees and volunteers are often the first to know when things are going wrong in a situation. This includes bribery, fraud or other criminal activity, child safeguarding breaches, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations. This policy also provides, if necessary, for such concerns to be raised outside the Society.

In this policy 'Whistleblowing' means the reporting by employees or volunteers of suspected misconduct, illegal acts or failure to act within the SSPX

Elements of the Policy

In accordance with Lord Nolan's Second Report of the Committee on Standards in Public Life (1997) and the Public Interest Disclaimer Act (1998), the Society's policy on whistleblowing is intended to demonstrate that the Society:

- will not tolerate malpractice;
- respects the confidentiality of employees, volunteers and faithful raising concerns and will provide procedures to maintain confidentiality so far as is consistent with progressing the issues effectively;
- will provide the opportunity to raise concerns outside of the normal line management structure where this is appropriate;
- will invoke the Society's Disciplinary Policy and Procedure in the case of false, malicious, vexatious or frivolous allegations;
- will provide a clear and simple procedure for raising concerns, which is accessible to all employees of the School.

Procedure

It is hoped that in many cases, employees, volunteers and faithful will be able to raise any concerns with the priest in charge of their chapel. However, where employees, volunteers and

faithful prefer not to raise concerns with the priest in charge, they will be at liberty to express their concerns to the District Superior.

A meeting will be arranged as soon as possible to discuss the concern. A colleague or union representative may accompany the employee to the meeting, but must respect the confidentiality of the disclosure and any subsequent investigation. The employee, volunteer or faithful making the allegation will be kept informed of progress and, whenever possible and subject to third party rights, will be informed of the resolution.

If, exceptionally, the concern is about the District Superior, or if an employee or volunteer is not satisfied that their concern is being dealt with, he or she will have the right to raise it in confidence with a designated third party.

If it is found that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower will be subject to disciplinary action.
[This procedure is separate from the Society's procedures regarding employment grievances. Employees should not use the Whistleblowing Procedure to raise grievances about their personal employment situation.]

Confidentiality

Employees, volunteers and faithful who wish to raise a concern under this procedure are entitled to have the matter treated confidentially and their name will not be disclosed to the alleged perpetrator of the malpractice without their prior approval. If there is evidence of criminal activity then the Police will, in all cases, be informed.

External Disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in our organisation. However, it should be noted that under the Public Interest Disclosure Act (1998), there are circumstances where an employee, volunteer or faithful may be entitled to raise a concern directly with an external body where there is the belief:

- that exceptionally serious circumstances justify it;
- that the Society would conceal or destroy the relevant evidence;
- where they believe that they would be victimised by the Society;
- where the Secretary of State has ordered it.

Protection for Whistleblowers

The Society completely understands the reluctance or fear of reprisal that whistleblowers experience. With this in mind, we encourage openness and will support staff who raise genuine concerns in good faith under this policy, even if they should be mistaken. Employees must not suffer any detrimental treatment as a result of raising their concerns in good faith.

Contacts

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Dsignated third party)	Mrs. Alicja Jaworska 07484 100734 alicjawj@outlook.com
Public concern at Work	Whistleblowing Advice Line: 020 7404 6609 General Enquiries: 020 3117 2520 Advice Line: whistle@pcaw.org.uk