



Whistleblowing Report 2023- 2024

Making a Disclosure in the Public Interest

Health in Mind is a charity promoting positive mental health and wellbeing. Through our unique pathway of support, collaborations, campaigns and resources we build hope, resilience and understanding of mental health and wellbeing. Health in Mind is committed to the highest standards of openness, probity and accountability. We recognise that all organisations face the risk of things going wrong or of unknowingly harbouring malpractice.

By encouraging a culture of openness within Health in Mind we believe that we can prevent malpractice before it happens. Health in Mind encourages staff to raise issues that concern them at work. We recognise that staff may, at time, have concerns about reporting issues. Health in Mind Whistle Blowing Policy and Procedure provide a mechanism for genuine concerns of serious malpractice to be raised at the earliest opportunity in a responsible and effective way without fear of reprisal.

1. How many Whistle Blowing Reports were received in 2023 - 2024?

In the last year, there have been no Whistle Blowing Reports.

2. Information about our policies and procedures

Health in Mind Whistle Blowing Policy is reviewed every three years. It was last reviewed in 2022.

Where staff have a genuine concern that malpractice exists in the workplace, they are asked to report this immediately to their manager. Where this is not an option, they are asked to speak directly with a member of the Senior Management Team, or a Health in Mind Trustee.

Following a concern being raised, an investigating officer is appointed, and they fully investigate the matter, involving others as required.

Where internal channels have been followed to conclusion, and the staff member still has serious concerns or where a staff member believes the matter is so serious that it can not be pursued through any of the channels above, they can contact Protect, an independent body, on 020 7404 6609 for independent advice. Alternatively, advice can be sought from the Care Inspectorate or the Mental Health Welfare Commission for Scotland.

All new staff learn about the Whistle Blowing Policy at their induction.

A handwritten signature in black ink that reads "Wendy Bates".

Wendy Bates
Health in Mind Chief Executive

April 2024