



Whistleblowing Policy



1. WHAT IS WHISTLEBLOWING?

Whistleblowing is when a person (an employee, former employee, member or volunteer of an organisation) exposes any kind of information or activity that is deemed illegal, unethical, or of wrong doing within an organisation. It is important to note that, 'whistleblowing' is different from raising a complaint. Complaints are an expression of personal dissatisfaction, and should be pursued following the IFA Complaints Procedure, which can be found on the IFA website.

2. CRITERIA

The Public Interest Disclosure Act 1998 sets the criteria for a concern to qualify as whistleblowing as outlined below. Once met, the 'whistle-blower' has legal protections to prevent them from suffering any disadvantage from their employer/organisation by exposing the wrong doing.

a) The person raising the concern must believe they are acting in the public interest and is not solely for personal gain. What this means is by exposing the wrong doing a number of people will benefit from action being taken, rather than just the individual.

b) The person raising the concern makes the disclosure on one or more of following grounds:

- that a criminal offence has been committed, is being committed or is likely to be committed.
- that a person has failed, is failing or is likely to fail to comply with a legal obligation.
- that a miscarriage of justice has occurred, is occurring or is likely to occur
- that the health or safety of any individual has been, is being or is likely to be endangered.
- that the environment has been, is being or is likely to be damaged.
- that information showing one or more of these criteria has been, is being or is likely to be deliberately concealed.

c) The person raising the concern must believe that the information they disclose is true.

d) In raising the concern, the individual must not themselves be committing an offence.

It is immaterial whether the relevant failure occurred, occurs or would occur in the United Kingdom or elsewhere, and whether the law applying to it is that of the United Kingdom or of any other country or territory.



3. ORGANISATIONS THAT DEAL WITH WHISTLEBLOWING CONCERNS

The organisation where you work or volunteer will have its own Whistleblowing Policy. In addition, The [Public Interest Disclosure \(Prescribed Persons\) Order 2014](#) includes a Schedule with details of all the officials and organisations that have authority to deal with whistleblowing concerns, including all the UK statutory healthcare regulators. Because the International Federation of Aromatherapists (IFA) is a voluntary, not a statutory regulator, we cannot accept whistleblowing concerns from or about our registrants.