



RoR **'Whistleblowing' Policy**

Whistleblowing is the term used to describe the act of reporting wrongdoing within an organisation to internal or external parties. In general this means the raising of a concern about a danger, risk, malpractice or wrongdoing which affects others.

Retraining of Racehorses (RoR) is the British Racing's official charity for the welfare of horses that have retired from racing. RoR takes very seriously any form of misconduct and expects the highest standards from all those involved with the charity. We are committed to the highest possible standards of openness, probity and accountability. However, we also recognise that malpractices can occur in any walk of life and we actively encourage anyone who has genuine concerns about any aspect of the charity's work to come forward. All disclosures raised will be dealt with seriously, appropriately, consistently, fairly and professionally.

We will:

- undertake to protect confidentiality and the identity of the person making the disclosure, unless required by law to reveal it.
- keep you informed about the progress of any investigation, but sometimes the need for confidentiality may mean we cannot give you specific details. Any information which is provided must be treated as confidential.
- not tolerate the harassment or victimisation of anyone raising a genuine concern and provide them with appropriate support.

Personal grievances (eg bullying, harassment, and discrimination) are not covered by whistleblowing law, unless a particular case is in the public interest. Cases that are malicious in intent, make vexatious allegations or are intended for personal gain may result in exclusion from the charity or, in the case of an employee, may constitute gross misconduct and could result in formal disciplinary action or dismissal. Furthermore, any attempt to leak confidential/prejudicial information under the guise of whistleblowing may constitute a disciplinary offence.

This policy does not apply to general complaints about the charity's activities or how you have been treated either as a participant or an employee/volunteer. A separate complaints policy can be found [here](#) on our website. Please remember that social media sites are public spaces and are not the appropriate channel for raising concerns.

Reporting concerns

If you become aware of misconduct or malpractice, we encourage you to make a report to our Managing Director or Chair of Trustees. Anyone making a whistleblowing disclosure should expect to do so without fear of reprisal or victimisation. Disclosures must be made in good faith and be in the public interest.

The Public Interest Disclosure Act 1998 protects employees who report wrongdoing in defined circumstances within the workplace, examples could include a criminal offence (eg, financial impropriety such as fraud), failure to comply with a legal obligation, a miscarriage of justice, a danger to the health and safety of any individual, damage to the environment or deliberate concealment of information about any of these matters. You must have a reasonable belief that

the information you are providing shows that one or more of the issues is happening, has happened, or is likely to happen in the future.

How to make contact and how concerns are dealt with

Anyone wishing to make a whistleblowing disclosure under this policy can speak to or write to the Managing Director or the Chairman of RoR. The Managing Director (or the Chairman) will provide you with information about the process and will assess what action should be taken. RoR will confirm its response in writing, but may not be able to tell you the precise action we take if this would involve breaking the confidentiality of another person.

Contact details:

If you wish to make a whistleblowing disclosure, please contact the Chief Executive by telephoning 01488 648998, or in writing, marking the envelope 'Private & Confidential', at the following address:

Office 2, Penfold Building
Westfield Farm
East Garston
Hungerford
Berkshire RG17 7HD

You can also contact RoR's Chairman in writing, marking the envelope 'Private & Confidential', at the registered office address:

Retraining of Racehorses
7th Floor, Holborn Gate,
26 Southampton Buildings, London, WC2A 1AN
Tel: 0207 152 0178

If you feel unable to use this procedure to make a whistle blowing report about RoR, then the disclosure should be made to a prescribed person – guidance is available from [GOV.UK - Blowing the whistle: list of prescribed people and bodies](https://www.gov.uk/guidance/blowing-the-whistle-list-of-prescribed-people-and-bodies)

This policy is not intended to be exhaustive in relation to whistleblowing. RoR is not a prescribed person for whistleblowing purposes under the Public Interest Disclosure Act 1998. However we may determine that it is appropriate for another organisation to receive the information who may or may not be a prescribed person under the Act

Who regulates RoR's work and how to contact them?

RoR is a charity registered in England (Registered Charity Number: 1084787.) and our work is regulated by the Charity Commission. You can contact the Charity Commission at the address below.

The Charity Commission
PO Box 1227
Liverpool L69 3UG
Tel: 0845 3000 218
www.charity-commission.gov.uk

RoR is a charity registered in Scotland (Registered Charity Number: 1084787.). You can contact The Office of the Scottish Charity Regulator (OSCR) at the address below.

2nd Floor
Quadrant House
9 Riverside Drive
Dundee DD1 4NY
Tel: 01382 220446
www.oscr.org.uk

This policy is reviewed, approved and endorsed by the RoR Board of Trustees annually or when legislation changes.