

King's Global Health Partnerships

Whistleblowing Guidelines

Introduction

King's Global Health Partnerships (KGHP) is committed to maintaining an open culture with the highest standards of honesty and accountability. Whistleblowing is an essential function to ensure that no wrongdoing occurs at KGHP without accountability, or without the organisation's knowledge. We strongly encourage the reporting, as soon as possible, of any legitimate concerns of wrongdoing related to KGHP's operations and staff.

We have developed these whistleblowing guidelines in recognition of the specific nature of our work in low income settings, and of our commitment to safeguarding staff, volunteers, partners and beneficiaries. The KGHP Whistleblowing guidelines have been developed to supplement the KCL Whistleblowing Policy and Procedures. They provide a summary of the information included in the KCL Whistleblowing Policy, together with some practical information about who to contact and what response to expect, should you decide to make a report.

The Guidelines apply equally to all, including national and international staff, volunteers and affiliates, regardless of seniority or length of service.

For more detailed information please refer to the [KCL Whistleblowing Policy](#) and the [KCL Whistleblowing Procedures](#).

KCL Whistleblowing Policy

The KCL Whistleblowing Policy provides a mechanism for reporting, investigating and addressing any wrongdoing in the workplace. It protects workers from dismissal or other penalties when raising serious concerns regarding malpractice by King's staff or others associated with King's. The policy is in compliance with the UK's Public Interest Disclosure Act 1998, which introduced legal protection against being dismissed or penalised as a result of disclosing to an employer certain serious concerns.

A person raising a concern is protected under the policy as long as the following conditions are met:

1. The disclosure is made in the public interest rather than for personal gain;
2. The disclosure is related to unacceptable conduct in one of the following areas:
 - Financial malpractice
 - A criminal activity
 - Health and safety
 - A failure to comply with a legal obligation

- Damage to the environment
- Deliberate concealment of information relating to any of the above.
- Bullying and harassment
- Sexual abuse and exploitation.

As long as the person raising a concern does so in good faith, you only need to genuinely believe that there is an issue before making a disclosure. If under investigation the disclosure is found to be unsubstantiated, the person who raised the concern will still be protected under the KCL Whistleblowing Policy.

If the person making the disclosure does so in bad faith, with malicious or vexatious reasons, then they will not be protected under the Whistleblowing Policy and their complaint may result in disciplinary action, up to and including dismissal without notice (in the case of salaried staff) and equivalent action in the case of other members e.g. volunteers and affiliates.

Procedures for making a disclosure

KGHP staff, volunteers or affiliates who become aware of any of the wrongdoings specified in the Whistleblowing Policy should submit their concern in writing to the School Manager in London, who will evaluate the disclosure and decide whether to proceed with an investigation.

For King's Global Health Partnerships, the School Manager is:

Roscoe Hastings.

School Manager, School of Population Health & Environmental Sciences

roscoe.hastings@kcl.ac.uk

If the allegation is about the actions of the School Manager, or the School Manager's impartiality or if involvement is suspected, then the disclosure can be made to the Chief Operating Officer (Health Faculties) at KCL:

Rachel Parr

Chief Operating Officer (Health Faculties)

rachel.parr@kcl.ac.uk

Confidentiality

This policy encourages individuals to put their name to any disclosures they make. If a Whistleblower asks for their concerns to be treated in confidence, this will be respected so long as it does not hinder or frustrate any investigation.

Timescales

A decision on how to proceed will be made by the Designated Person within two weeks of receiving the disclosure. The Designated Person will then submit in writing the outcome of their consideration, and the reasons for their decision, to the person who made the disclosure. If appropriate any person(s) who are the subject of the disclosure may also be informed.

If an investigation takes place an investigator will be nominated, and that person will report their findings as soon as is practical from the date of the disclosure. Due to ensuring the confidentiality of the investigation, Whistleblowers and other interested parties will only be provided with a minimum of information until the investigation is complete and the findings are released.