



Whistleblowing Policy

Designated Person:	Joanna L Rhodes (Chair of Trustees)
Reviewed by:	Board of Trustees and Director of the Tallis Choral Foundation: Reg: 1214841
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1. Commitment to accountability and transparency

The Tallis Choral Foundation (“the Foundation”) is a registered charity committed to maintaining the highest standards of integrity, accountability, and transparency in all its activities.

We encourage all individuals associated with the Foundation to raise concerns where they believe that wrongdoing, unsafe practice, or improper conduct has occurred or may occur. The Foundation recognises that individuals may be reluctant to report concerns and therefore aims to ensure that whistleblowing can take place safely, responsibly, and without fear of reprisal.

This policy supports the Foundation’s commitment to:

- Safeguarding children and adults
- Upholding public trust in the charity
- Acting lawfully, ethically, and responsibly
- Creating a culture of openness and accountability

2. Scope of the Whistleblowing Policy

This policy applies to:

- Trustees and officers of the Foundation
- The Director of Music
- Members of the Foundation
- Volunteers and contractors
- Guest musicians and visiting professionals
- Anyone acting on behalf of or representing the Foundation
- Members of the public who have concerns relating to the Foundation

It applies to concerns arising in connection with:

- Rehearsals, performances, and events
- Online or digital activity
- Safeguarding or welfare matters
- Financial or governance concerns
- Behaviour that may bring the Foundation into disrepute

This Policy must be read alongside the Foundation’s:

- Safeguarding and Child Protection Policy
- Anti-Bullying and Harassment Policy
- Code of Conduct
- Health and Safety Policy
- Child Performance Policy
- Media and Photography Policy

3. What is Whistleblowing?

Whistleblowing is the raising of a concern about wrongdoing, risk, or malpractice that affects others or the integrity of the organisation. It is different from a complaint or grievance, which usually relates to a personal issue.

Whistleblowing may relate to concerns about:

- Safeguarding or child protection

- Abuse, exploitation, or inappropriate behaviour
- Criminal activity or suspected criminal activity
- Breaches of the Code of Conduct
- Bullying, harassment, or discrimination
- Financial mismanagement or fraud
- Failure to comply with legal or regulatory obligations
- Actions that put people at risk or damage the reputation of the Foundation

4. Safeguarding Concerns

Any whistleblowing concern involving:

- A child or young person
- Abuse or exploitation
- Risk of harm
- A safeguarding breach

Must be treated as a safeguarding matter and reported immediately to the Designated Safeguarding Lead.

Safeguarding concerns will always take precedence over internal procedures and may be referred to:

- Children's Social Work Services
- The Police
- The Local Authority Designated Officer (LADO)

The Foundation will follow its Safeguarding and Child Protection Policy in full.

5. Who Can Raise a Concern

A whistleblowing concern may be raised by:

- A trustee or officer
- The Director of Music
- A member or singer
- A volunteer or contractor
- A parent, carer, or chaperone
- A member of the public

Concerns may relate to:

- Personal experience
- Conduct witnessed
- Information received in confidence
- A pattern of behaviour causing concern

6. How to Raise a Concern

6.1 Reporting a Concern

Concerns should be raised in writing and sent to:

Chair of Trustees and Safeguarding Lead
Tallis Choral Foundation
Dovecote House

Middlecliff Lane
Little Houghton
Barnsley
S72 0HW

Or by email: tallischoraltrustees@gmail.com

If the concern is about the Chair of Trustees, it should be raised with another Trustee or the Director of Music

6.2 What to Include

To allow concerns to be considered properly, reports should include:

- Full name and contact details of the person raising the concern
- Names of any individuals involved
- Clear description of the concern or incident
- Dates, times, and locations (where known)
- Names of any witnesses
- Any supporting evidence available

Anonymous reports will not normally be investigated, as they limit the ability to conduct a fair and proportionate enquiry. However, anonymous information may be considered where safeguarding or serious risk is indicated.

7. Matters Involving Criminal Conduct

If a person believes that a criminal offence has occurred or is occurring (including theft, assault, sexual offences, harassment, or abuse), they should report the matter directly to the police.

If there is immediate risk of harm, 999 should be called without delay.

The Foundation will:

- Cooperate fully with police and statutory investigations
- Not interfere with criminal proceedings
- Undertake its own internal review only where appropriate and lawful

8. Protection for Whistleblowers

The Foundation is committed to ensuring that no person who raises a concern in good faith will suffer:

- Detriment
- Victimisation
- Harassment
- Discrimination

Any attempt to intimidate or penalise a whistleblower will be treated as a serious breach of this Policy.

This protection does not extend to:

- Malicious or knowingly false allegations
- Complaints made in bad faith

10. Confidentiality

All whistleblowing concerns will be handled sensitively and confidentially.

Information will only be shared where:

- Necessary to investigate the concern
- Required to protect individuals
- Required by law or safeguarding obligations

Absolute confidentiality cannot be guaranteed where safeguarding or criminal issues arise.

11. Review

This Whistleblowing Policy will be:

- Reviewed annually
- Updated in line with safeguarding or legal changes
- Published alongside the Safeguarding and Anti-Bullying Policies