



# Whistleblowing Statement

December 2024

## Policy Reference Information

|                            |               |
|----------------------------|---------------|
| Status                     | APPROVED      |
| Author                     | Jane Ferguson |
| Approval                   |               |
| Date of Last Review        | December 2024 |
| Date of Next Formal Review | December 2026 |

## Related Policies

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| Policy Title   |
| Complaints Policy<br>NHS Lothian Whistleblowing Policy |

## 1. Introduction

- 1.1 The Public Interest Disclosure Act 1998 provides protection for individuals who raise legitimate concerns about specified matters, known as qualifying disclosures.
- 1.2 NHS Lothian Charity always aims to conduct its business to a set of values that includes transparency, accountability and integrity.
- 1.3 NHS Lothian is the employer of all staff who are engaged in activities relating to the operation of NHS Lothian Charity; the Charity is NOT an employer in its own right.

## 2. Definition

- 2.1 Whistleblowing is a term used to refer to the internal or external disclosure of concerns generally relating to a risk, malpractice or wrongdoing that affects others, and may be something which adversely affects patients, the public, other staff or the organisation itself.

## 3. Aim of this Policy Statement

- 3.1 Employers are expected to provide an effective way for employees to raise serious concerns. Charities are no exception. This statement of NHS Lothian Charity is intended to signpost staff engaged in activities relating to the operation of the Charity to the policy and guidance provided by their employer NHS Lothian. It is not intended as a standalone Whistleblowing Policy.

## 4. Raising a Concern

- 4.1 Colleagues should always look to raise their concern with a line manager in the first instance. If the staff member still has concerns, or they feel unable to raise the matter with their line manager, they should refer to NHS Lothian's Whistleblowing Policy guidance for employees [here](#). NHS Lothian advocates a three-step process for raising concerns
- 4.2 Guidance is available [here](#) for Managers to help create a culture where staff feel confident about raising a concern.
- 4.3 In addition, NHS Lothian recognises its accountability within NHS Scotland. The

Whistleblowing Alert and Advice Services for NHS Scotland (AALS) is now in place through the Scottish Government Health Directorate. If a member of staff feels unable to raise their concerns within NHS Lothian, they should raise their concerns by contacting the National Alert Line. The number is 0800 008 6112.

4.4 NHS Lothian Charity would strongly encourage colleagues to exhaust the internal process set out within NHS Lothian's policy including AALS. However, in exceptional or urgent circumstances, colleagues have a legal right to make a disclosure to a prescribed body. These include but are not limited to:

- [Office of the Scottish Charity Regulator](#)
- [HM Revenue & Customs](#)

A full list of prescribed people and bodies is available [here](#)

## 5. Review

5.1 NHS Lothian reviews its Whistleblowing Policy on a regular basis. This policy statement signposts colleagues electronically to that policy, picking up any technical or substantive updates. For this reason our policy statement does not require frequent review.