



Whistleblowing Policy

in affiliation with



Vision and values

Lime House Yoga is committed to providing an honest and transparent organisation and environment where the values of Lime House Yoga are firmly upheld. We believe that all members, volunteers, paid members of staff, interns, students, teachers, trainees and teaching assistants should be free to raise legitimate concerns if they do not feel these concerns have been addressed through other means.

This policy should be read in conjunction with the following documents:

- Code of Ethics and Safe Spaces
- Practitioner – Teacher Guidelines
- Equality & Diversity Policy
- Safeguarding Policy
- Grievance Procedure

Objectives

The objective of this policy is to give guidance:

- a) To the person as to how a whistleblowing incident should be reported
- b) To Lime House Yoga employees and designated officers as to how a whistleblowing incident must be dealt with

Definitions

Teacher – the term ‘teacher’ refers to any Lime House Yoga faculty member, teacher, studio, volunteer or trainee teacher who is offering the yoga practice to another person.

Trainee – the ‘trainee’ refers to a person who is currently undertaking a programme of study leading to a teaching certificate.

Practitioner – the term ‘practitioner’ refers to a person undertaking a yoga practice.

Volunteers – the term ‘volunteer’ refers to a person undertaking a role that is unpaid

Member – the term ‘member’ refers to a person who pays a membership fee to Amayu.

1. General

- Lime House Yoga Yoga wishes to promote a culture of transparency and openness and believes that all staff, volunteers and other members should be free to raise legitimate concerns.
- Lime House Yoga Yoga supports such action and believes that where matters of concern can be identified early there is greater scope for resolving and learning from issues.
- All members of Lime House Yoga Yoga, volunteers and employees are expected to conduct themselves in line with Lime House Yoga's Code of Ethics and Safe Spaces, Scope of Practice and Safeguarding policies.
- Any person should be free to raise concerns where they have reason to believe that an individual's behaviour does not fall within the code.
- Whistleblowing means raising concerns about wrongdoing by an individual within the organisation or in the organisation as a whole.
- All whistleblowers can ask that their concerns be treated in confidence and Lime House Yoga and any employee or member will use their best endeavours to ensure that this is respected.
- No individual will suffer any discrimination or victimisation by raising such concerns.

2. Procedure for Raising Concerns

- Any individual should feel free to raise legitimate concerns with their teacher or any other member of Lime House Yoga at any time.
- Where possible, such concerns should be put in writing and marked private and confidential. Any evidence supporting the concerns should be included. You should submit it directly to the designated Lime House Yoga Grievance Officer – emma@limehouseyoga.com.
- The individual raising concerns may be asked to meet and discuss the issues further. They may invite a colleague or friend to accompany them should they so wish.
- The person in receipt of such concerns will keep a record of any information received and what action is taken.
- The individual raising concerns must accept that it will not always be possible to give feedback.
- Nothing in this policy affects an individual's statutory rights.

3. Implementation

- This policy is central to the organisation and will therefore be disseminated to all members and students.
- Any concern that is raised under it should be brought to the attention of the Lime House Yoga Designated Grievance Officer and lessons learnt disseminated across the organisation including to its members.
- Raising concerns should be a standing agenda item at every Board Meeting.

4. Protection

- In certain circumstances an individual who raises concerns in good faith will be protected by law in the UK under the Public Interest Disclosure Act 1998.
- In order to be protected that person must:
 - Be acting in the public interest. This means that personal grievances will usually not be covered.
 - They believe that there is likelihood of past, present or future wrongdoing that falls within one or more of the following categories:
 - A criminal offence
 - Failing to carry out a legal obligation
 - Miscarriage of justice
 - Endangering someone's health or safety
 - Damage to the environment
 - Covering up any of the above

Contact Details

Whistleblowing Officers (UK)

Emma Rowse emma@amayuyoga.com

Signed: 

Date: 30th December 2019

Insert Job Title: Lime House Director

Review Date: 30th December 2020