



# Whistleblowing Policy

## Vision and values

Lime House Yoga is committed to maintaining an honest, transparent and inclusive organisation where our values are upheld in everything we do. We encourage all members, volunteers, employees, interns, students, teachers, trainees and teaching assistants to raise genuine concerns about wrongdoing, unsafe practice or unethical behaviour without fear of disadvantage.

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

## What this policy covers

This policy is intended for concerns raised in the public interest about suspected wrongdoing, malpractice or unethical behaviour within Lime House Yoga.

Examples include, but are not limited to:

- Criminal activity or fraud.
- Failure to comply with legal obligations.
- Safeguarding concerns.
- Health and safety risks.
- Financial misconduct.
- Serious breaches of Lime House Yoga policies or professional standards.
- Deliberate attempts to conceal any of the above.

This policy is **not** intended for personal complaints or employment matters that affect only the individual. These should normally be raised through the Lime House Yoga Grievance Procedure or other appropriate internal procedures.



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## 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.

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

**Member** – a person who holds a current Lime House Yoga membership

## 1. General

- Lime House 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 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, 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.



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### 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](mailto: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.
- While Lime House Yoga will endeavour to keep the individual informed, it may not always be possible to provide detailed feedback, particularly where confidentiality obligations apply.
- Nothing in this policy affects an individual's statutory rights.



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### 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.
- Any concerns raised under this policy will be reviewed regularly by the Directors to identify any learning, trends or actions required.

### 4. Protection

- Individuals who raise genuine concerns about suspected wrongdoing should not suffer any detriment or victimisation for doing so. In the UK, workers who make a qualifying disclosure in the public interest may be protected under the whistleblowing provisions of the Employment Rights Act 1996, as amended by the Public Interest Disclosure Act 1998 and subsequent legislation.
- To qualify for statutory protection, the individual must reasonably believe that the disclosure is in the public interest and relates to one or more of the following:
  - A criminal offence
  - Failing to comply with a legal obligation
  - A miscarriage of justice
  - Danger to the health or safety of any individual
  - Damage to the environment
  - Deliberate concealment of any of the above

### Contact Details

Whistleblowing Officers (UK)

Emma Rowse [emma@limehouseyoga.com](mailto:emma@limehouseyoga.com)



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Signed: 

Date: 30<sup>th</sup> June 2026

Insert Job Title: Director

Review Date: 30<sup>th</sup> June 2027