

whistleblowing e-learning

Sample slide set





Whistleblowing

Welcome to the e-learning course

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How the e-learning course is structured

Section 1 - Why does whistleblowing matter?

Section 2 - What is whistleblowing?

Section 3 - Exploring the myths.

Section 4 - How do you blow the whistle?

Section 5 - Applying the learning.

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Section 1 - Why does whistleblowing matter?



Image: Herald of Free Enterprise ferry,
www.bbc.co.uk

The Herald of Free Enterprise ferry sank in 1987 killing 193 people after sailing with the bow doors open.

It was found during the inquiry into the accident that staff had raised concerns about the serious safety risk on five separate occasions and they had been lost in middle management.

Why weren't the staff's concerns taken seriously?

Section 2 - What is whistleblowing?

Scenario One

Scenario Two

Scenario Three

Scenario Four

You work in a care home for people with physical and mental health disabilities. You see a member of staff, who you believe hasn't been appropriately trained, restraining a distressed resident by holding them down on a bed. The situation seems to be escalating.

Could you raise this as a whistleblowing concern?

Please select your answer by clicking on one of the buttons below. To redisplay the answer, click again on 'Yes' or 'No'.

Yes

CORRECT - This is a whistleblowing concern - it appears that a vulnerable adult is being improperly restrained.

No

Next scenario >

Section 3 - Exploring the myths

There are many myths surrounding whistleblowing. See if you can identify which of the following statements are true in practice. To redisplay the answer, click again on 'T' or 'F'.

Whistleblowing is only when you raise a concern outside your organisation.

T F

Whistleblowing is rare.

T F

All whistleblowers are persistent.

T F

Newer employees are more likely to blow the whistle.

T F

CORRECT

You can blow the whistle internally - in fact, 83% of whistleblowers only ever raise their concern internally. Only 0.5% approach the media when they first raise a concern.

Next question >

Section 4 - How do you blow the whistle?

There are many different ways to raise a concern. Answer the following questions to find out more. To redisplay the answer, click again on 'Yes' or 'No'.

Can you raise a concern when it is just a suspicion?

CORRECT - Good whistleblowing policies will encourage you to raise a matter when you are first worried that something is wrong. You should not be asked for proof.

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Should you gather evidence?

Can you talk to colleagues?

Can you seek advice first?

Do you have to raise a concern in writing?

Section 4 - How do you blow the whistle?

Points to remember:

What is the best way to raise a concern?

The best way to raise a concern is to do so openly. Openness makes it easier for your organisation to assess the issue, work out how to investigate the matter and obtain more information.

What is the difference between anonymity and confidentiality?

Raising a concern confidentially is when you give your name on the condition that it will not be revealed without your consent.

You raise a concern anonymously if you do not reveal your identity at all. Raising a concern anonymously may make it difficult for you to seek feedback. Additionally, your employer will not be able to protect you from reprisal if they do not know who you are.

Where can I get support?

You should be able to access support from your HR department, union, professional body or Public Concern at Work (PCaW).

Section 5 - Applying the learning

Case Study 1 Safeguarding and Data Protection in Local Government

This case study on safeguarding and data protection in Local Government is intended to cover the learning points below. More than one answer to each of the following questions will be appropriate.

- ♦ That it is acceptable to escalate beyond or bypass line management
- ♦ The cost of staying silent
- ♦ Confidentiality - limitations and what to do

Section 5 - Applying the learning

Case Study 1 Safeguarding and Data Protection in Local Government

You work in the safeguarding department of a local authority. You see another colleague shredding a set of files that look like original documents. You know that this colleague is currently being disciplined, but you do not know why.

(Please click one of the options):

- » Talk to a colleague to see if they are worried
- » Talk to your manager
- » Keep quiet and wait to see if it happens again

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