



Whistleblowing Policy

Speaking up safely about wrongdoing and unsafe practice

Reference	FMM – WBP – v1
Status	Approved
Applies to	All FMM Sisters, employees, volunteers and those working with the FMM in England & Wales
Policy owner	FMM Trustees, through the Regional Superior and her Council
Prepared by	Barbara Veeramallay-Permaul, Safeguarding Assured by BVPSkills
Approved by	FMM Trustees
Next review	One year from approval, or sooner, on a significant change to guidance or law

Approval and sign-off

This document is approved on behalf of the Franciscan Missionaries of Mary – England & Wales (i.e. Franciscan Missionaries of Mary UK CIO). The Regional Leadership and Trustees record their endorsement and approval below.

Name	Title	Signature	Date
Barbara Veeramallay-Permaul	Prepared by, Safeguarding Assured by BVPSkills	<i>BVPermaul</i>	18/08/26
	Endorsed by the Regional Superior (FMM)	<i>LCherallier</i>	24/08/2026
	Approved by, on behalf of the FMM Trustees	<i>Mary Fitzpatrick</i>	24/08/2026

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1. Purpose and scope

This policy enables anyone connected with the Franciscan Missionaries of Mary in England and Wales, (i.e. Franciscan Missionaries of Mary UK CIO), to speak up safely where they believe there is wrongdoing, malpractice or a risk to the safety of children or adults at risk. It supports CSSA Standard 6 (reporting and managing concerns) and works alongside the Reporting and Escalation Procedure and the Complaints Procedure.

2. Our commitment

- We want people to feel safe to raise concerns, and we treat those who do with respect.
- We do not tolerate reprisal, victimisation or detriment against anyone who speaks up in good faith.
- We take concerns seriously, act on them, and keep the person informed as far as we properly can.

3. What whistleblowing covers

Whistleblowing covers concerns in the public interest about matters such as a safeguarding failure or unsafe practice, a criminal offence, a failure to comply with a legal or regulatory duty, a danger to health and safety, or the deliberate concealment of any of these. You may raise a concern even if you are not certain, provided you do so in good faith.

4. The difference from a complaint

A complaint is usually about how a person has been treated and is handled under the Complaints Procedure. Whistleblowing is about a wider risk or wrongdoing that affects others or the public interest. Where a matter concerns the immediate safety of a child or adult at risk, it is treated as a safeguarding concern and follows the Reporting and Escalation Procedure.

5. How to raise a concern

You can raise a concern with the Designated Safeguarding Lead, Sr Mary Fitzpatrick, at safeguarding@fmmuk.org. If the concern is about the DSL, raise it with the Regional Superior

or directly with the RLSS. Concerns can be raised in writing or in conversation, and the person is encouraged to provide as much detail as possible, including dates, what happened, and who was involved.

6. What happens next

The concern is acknowledged, recorded in the whistleblowing log, and assessed. Where safeguarding is concerned, it is handled under the Reporting and Escalation Procedure, and the RLSS is consulted. The person is told, as far as is proper, how the concern will be handled and what the outcome is.

7. Protection from reprisal

You will not be penalised for speaking up in good faith

No one who raises a genuine concern in good faith will face dismissal, disadvantage or victimisation.

Any reprisal against a person who has spoken up is itself a serious matter and will be addressed.

This protection applies even if the concern turns out to be mistaken.

If a whistleblower believes they have been treated unfairly after raising a concern, they should raise this immediately with the sister-in-charge or their manager, or follow the Grievance Policy.

Independent advice is also available from Protect, an independent whistleblowing charity. Website: www.protect-advice.org.uk. Advice line: 0203 117 2520.

8. Confidentiality and anonymity

The identity of the person raising a concern is protected as far as possible, and shared only with those who need it. The whistleblower will be informed as soon as appropriate if disclosure becomes necessary. A person may ask to remain anonymous, though this can limit the ability to investigate the matter and provide feedback. Concerns are recorded using neutral descriptors, and no survivor or respondent is named beyond a strict need-to-know basis.

9. External and independent routes

Where a person feels unable to raise a concern internally or is not satisfied with the response, they may contact the Religious Life Safeguarding Service (RLSS), the statutory authorities, or a recognised external whistleblowing charity for advice. Nothing in this policy prevents a person from making a protected disclosure under the law.

10. Records

The DSL records concerns and their handling in the whistleblowing log, held securely in line with the Information Governance, Confidentiality and Records Policy. The log at Annex A supports oversight and quality assurance while protecting identities.

11. Review

This policy is reviewed one year after approval, or sooner if guidance or law changes. The Trustees own the review, supported by the DSL.

12. Mapping to the CSSA standards

CSSA standard	Where addressed	Status
6. Reporting and managing concerns and allegations	Sections 3, 5, 6, 7	Addressed
4. Responding to safeguarding concerns and allegations	Sections 4, 6	Addressed
8. Quality assuring compliance	Section 10, Annex A	Addressed

13. Version history

Version	Date	Author	Summary of change
1.0 (draft)	August 2026	Safeguarding Assured by BVPSkills	Initial whistleblowing policy with protection from reprisal, confidentiality provisions, external routes and a log template. Amended at the client's request to add the Regional Superior as a reporting route where the concern is about the DSL, and to add the grievance route and independent advice from Protect. Draft for review.

Annex A. Whistleblowing log template

The DSL holds this log securely. Entries use neutral descriptors and do not name individuals.

Ref	Date raised	Nature of concern (summary)	Handled under	Status	Date closed
WB-001					
WB-002					

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