

## Make a booking

The price per delegate for each half-day session is £275 plus VAT, or please ask about our flexible pricing offers. To make a booking, please contact [hrtraining@foxwilliams.com](mailto:hrtraining@foxwilliams.com).

Thursday 14 November

# How to recognise and respond to whistleblowing allegations

We are running this course again due to a number of requests. What are the latest developments and how should HR and operational managers ensure appropriate protection? This course will include issues that arise in the financial services sector.

## Aim

To explain when a disclosure of information may be protected for being “in the public interest”; and how an employer should respond to such disclosures, including in the financial services sector.

## Objectives

**By the end of this three-hour course, participants will:**

- Be able to follow a five-step checklist to decide whether information disclosed results in protection for the person making the disclosure
- Have explored the latest developments relating to who may make a protected disclosure and how s/he should do this
- Be able to explain when an employer is liable for any retaliation for making a protected disclosure
- Have gained insight from the requirements of the senior manager regime relating to whistleblowing in the financial services sector including the role of a whistleblowing champion
- Have explored good practice when handling a whistleblowing complaint

## Course outline

**10am** Introductions & objectives

### Protection for Whistleblowing

- Who can be protected?
- What can be a “qualifying disclosure”?
- How a disclosure becomes protected
- Disclosure directly to external bodies or the Press
- Five step checklist

### Issues that arise in practice

- What is “in the public interest”?
- Can a worker still complain about their own terms and conditions?
- Disciplining a whistleblower for how s/he has raised a concern

### “Reasonable Steps” defence

- What in practice is required for an employer to run this defence?
- Personal liability of individuals

### Learning from Senior Manager Regime

- Role of regulators
- Role of whistleblowing champion
- Real-life examples

### Handling whistleblowing complaints

- Policy guidance
- Responding appropriately
- Support for those affected

### Questions & Answers

**1pm** Close

*There will be a 15-minute break at an appropriate time.  
Lunch will follow the course.*