



Masorti Judaism
Whistleblowing Policy
Approved by the Board of Trustees
8 July 2026

Our commitment

All organisations face the risk of things going wrong or of unknowingly harbouring malpractice. Masorti Judaism believes it has a duty to identify such situations and take the appropriate measures to remedy the situation. We encourage a culture of openness, and therefore invite you to raise genuine issues which concern you at work concerns through this whistleblowing policy. You may be worried that by reporting such issues you will be opening yourself up to victimisation or detriment or risking your job security. However, all employees have statutory protection if they raise concerns in the right way.

1. Aim of the policy

This policy is designed to:

- provide an effective way for you to raise serious concerns.
- ensure that you receive feedback on any action undertaken by us because of you raising serious concerns.
- ensure that you will be protected from reprisals or victimisation for having raised your concern in good faith.
- signpost you to further options available to you if you are dissatisfied with our response, or if internal investigation is not appropriate.
- allow Masorti Judaism to act against any employee who makes allegations in bad faith and/or publicly discloses information when it is unreasonable for them to do so.

2. Who this policy applies to

This policy applies to everyone who works for and volunteers with Masorti Judaism & NOAM. This means Masorti/NOAM employees, volunteers, agency workers, interns, and contractors.

3. Defining whistleblowing

'Whistleblowing' is a term used to refer to the internal or external disclosure of malpractice as well as illegal acts, or omissions, at work. It covers, for example, how we raise funds, how we commission work or make payments

4. Protecting individuals using this policy

The Public Interest Disclosure Act 1998 amended the Employment Rights Act 1996, and it provides protection for individuals who raise legitimate concerns about specified matters, outlined below.

These are called qualifying disclosures. A qualifying disclosure is one made in good faith by an individual who has a reasonable belief that:

- a criminal offence (including fraudulent and corrupt behaviour, e.g., theft, fraud, or malpractice)
- a miscarriage of justice
- an act creating risk to health and safety

- an act causing damage to the environment
- a breach of any other legal obligation, or
- concealment of any of the above.

Issues a qualifying disclosure might relate to include but are not restricted to:

- Safeguarding & Child protection
- Financial impropriety, theft or fraud
- Discriminatory behaviour
- Harassment & Bullying

It is not necessary for you to have proof that such an act is being, has been, or is likely to be, committed. You do, however, need to hold a reasonable belief of such an action having been, being or likely to be carried out.

If you make such a protected disclosure, you have the right not to be dismissed, subjected to any other detriment, or victimised.

This is the case even were it to materialise that you were genuinely mistaken. We will not tolerate any individual being subjected to a detriment because of their making a disclosure in good faith.

Under the law, interns, contractors, or volunteers, are not afforded the same legal protection that is afforded to employees. At Masorti Judaism, however, we want to promote and encourage an open and honest environment in which concerns can be freely raised. We will therefore, in so far as is possible, aim to treat all individuals making a disclosure in the spirit of the Public Interest Disclosure Act 1998

5. Malicious disclosures

If it is found that you have maliciously raised a matter which you know to be untrue or you are involved in any way in the malpractice, wrongdoing or illegal acts or omissions, your behaviour may be addressed through the appropriate Masorti Judaism policy

6. Raising a concern

You should raise your whistleblowing concern as soon as possible. This will make it easier to act and to enable any problems to be resolved or reported quickly.

You can make your disclosure orally, but written disclosures are preferable as these will make the process more efficient and effective. In your disclosure, you should:

- provide any relevant context and background, including relevant dates, venues, names etc
- state clearly the reason why the situation causes for concern.

You must say that you are raising your concern using the whistleblowing policy and whether you wish your identity to be kept confidential. While we will make every effort to deal with your case confidentially, depending on the circumstances of the case this may not always be possible. Where this is the case, you will be informed of this and the reasons why it was not possible. We will consider anonymous disclosures, but we do not encourage them as anonymity often makes it difficult to properly investigate concerns, protect employees or give feedback on outcomes

7. Who should I raise it with?

You should always look to raise the matter with your line manager in the first instance. Where this is not appropriate because they may be involved in the alleged malpractice, wrongdoing or illegal acts or omissions in some way, raise your concern with the CEO. In some circumstances where it would be inappropriate for you to approach your line manager or the CEO, you should raise the matter directly with the Masorti Judaism's Co-Chairs.

CEO – Matt Plen	matt@masorti.org.uk
Co-Chair – Moira Hart	moira@masorti.org.uk
Co-Chair – Leonie	leonie@masorti.org.uk

8. What happens after I raise a concern?

Your disclosure will always be acknowledged within **five working days**. It will be investigated by the Masorti manager or Senior staff member that you raise your concern to. They will arrange to meet you as soon as possible, away from the workplace, if necessary, to enable you to explain your concern, as outlined in section 6, above. As per section 6 above, we may not always be able to keep your details confidential, but we will always let you know if it is not possible to do so. You will be told either at the meeting or as soon as possible afterwards, what action will be taken to address the concern you have raised. Where action is not taken, you will be informed and given an explanation. The action taken in response to a disclosure will depend on the nature of the concern.

Typically, the matters raised may result in one or more of the following:

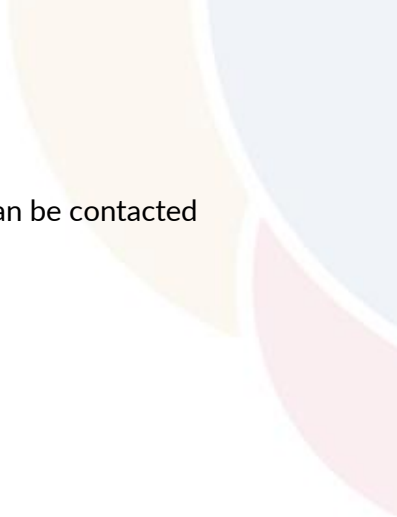
- no action required.
- action being taken under other Masorti Judaism policy or procedure.
- an internal investigation under this policy.
- a referral to the police or relevant statutory body.
- a referral to Masorti Judaism's Board of Trustees.
- a referral to the Charity Commission.
- an independent enquiry.

Any Masorti Judaism manager or senior officer receiving a potential whistleblowing concern must notify the Chief Executive immediately that a concern has been raised and inform them of progress in resolving the concern.

9. Making a disclosure to the press

Unauthorized disclosure to the press about Masorti Judaism will not be considered reasonable and may constitute misconduct. As such, the matter might be treated as a disciplinary matter in accordance with our disciplinary and grievance policy and procedure

10. External Advice



For free confidential advice and support on Whistleblowing, Protect Advice can be contacted on the details below.

Advice Line: 020 3117 2520

www.protect-advice.org.uk

info@protect-advice.org.uk