

May 2018



Whistleblowing Policy

Franciscan Province of Ireland



proibhinse fhroinsiasach na h-éireann

franciscan province of ireland

provincial office – 4, merchants' quay – dublin 8 – ireland

Introduction

- The Franciscans are committed to the highest possible standards of openness and accountability;
- Franciscans and their co-workers are expected and encouraged to voice any concerns about activities involving children to local superior/manager;
- All have a right to raise a concern about perceived unacceptable practice or behaviour;
- All concerns will be treated, as far as possible, in the strictest confidence and every effort will be made not to reveal the identity of the complainant, if requested. If, however, concerns require further action, the complainant may at a future date have to act as a witness and/or provide evidence;
- Whistleblowing can be difficult and stressful. Advice and support are available in the first instance from the Franciscan DLP or the National Board for Safeguarding Children in the Catholic Church in Ireland;
- No action will be taken against a complainant if the concern proves to be unfounded and was raised in good faith. This is in line with the Protection for Persons Reporting Child Abuse Act 1998;
- Malicious allegations will also be treated in line with the Protection for Persons Reporting Child Abuse Act 1998.

How to raise a concern

- Voice your concerns, suspicions or unease as soon as you can. The earlier a concern is expressed the easier and sooner action can be taken;
- Try to pinpoint exactly what practice is concerning you and why;
- Approach your immediate superior/supervisor/manager;
- If your concern is about your immediate superior/supervisor/manager then contact either the Designated Liaison Person, Mary Tallon, on 01-6742510 or dlp@franciscans.ie, a member of the Provincial Definitory, the National Office for Safeguarding Children in the Catholic Church, Tusla or the Gardaí;

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- Note your concerns in writing, outlining the background and history, giving names, dates and places;
- Note the response you receive and if not satisfied you may wish to take it to another level;
- You are not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

What happens next?

- You should be given information on the nature and progress of any enquiries;
- Your supervisor/superior/manager has a responsibility to protect you from harassment or victimisation;
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith. This is in line with the Protection for Person Reporting Child Abuse Act, 1998;
- Malicious allegations may be considered a disciplinary offence.

Aidan McGrath OFM,
Minister Provincial

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