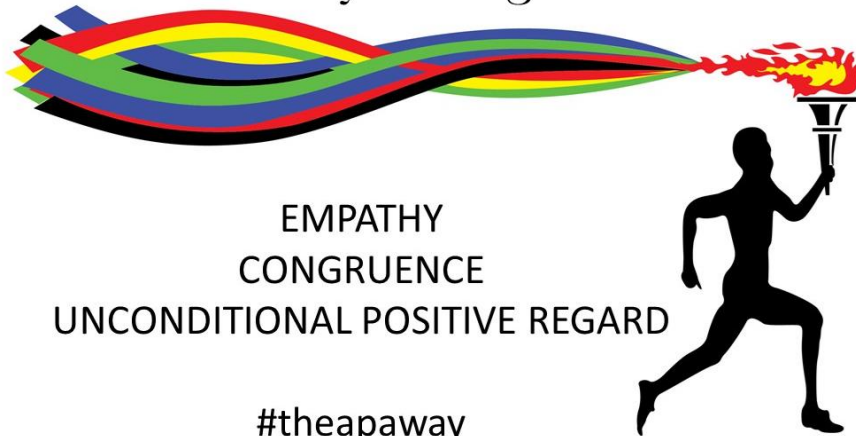




# Association for Psychological Accreditation

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EMPATHY  
CONGRUENCE  
UNCONDITIONAL POSITIVE REGARD

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Home of The International Psychological Standards & Accreditation Council

## APA Whistleblowing Commission

A Positive Intervention to Enhance and Protect the integrity of the  
Whistleblowing Process.

## SYNOPSIS



# THE PROPOSAL

The APA Whistleblowing Commission

With

An Insurance Backed Whistleblowing Charter

## The Evolution of Whistleblowing

The APA Whistleblowing Commission is designed to be the Primary Alternative Dispute Resolution option in cases of Whistleblowing.

The APA Whistleblowing Commission will be based on the following founding principles:

- Truth
- Transparency
- Development

The APA Whistleblowing Commission and all Commission activity must remain independent of any Charter signatories. The function of the Whistleblowing Commission is to act as a means of consistent and effective protection of the whistleblowing process.

With an Insurance Backed Charter in place, Signatories of which will be invested in preventing the conditions for Whistleblowing to exist. With the Whistleblowing Commission Process being carried out independently of the Parties, Signatories will be protected from malicious claims and Whistleblowers will be protected from unethical, and potentially illegal practices of organisational 'self-defence'.



# Executive Summary

As part of APA's Ecosystem of Support, this is the only systemic proposal rooted in psychological awareness, resilience, and empowerment. The APA Whistleblowing Commission Proposal represents a vital building block for fostering *Positive Mental Health* among both individuals and organisations engaged in whistleblowing protocols.

APA recognises the increasing functional pressures and significant mental health impacts faced by all those involved in whistleblowing situations. With cases continuing to rise, the absence of meaningful support risks undermining the effectiveness and integrity of these processes—limiting growth, reducing trust, and weakening outcomes.

To meet this urgent need, APA stands as the **only UK-based psychological accreditation service** to propose such a comprehensive infrastructure of support from the earliest stage. APA's approach is driven by the belief that the motivation for whistleblowing, is most often to *protect and prevent harm* and should be embraced as an opportunity to:

- Elevate organisational effectiveness
- Provide the safest possible environment for disclosures
- Strengthen trust and transparency
- Create the most robust and efficient Primary Alternative Dispute Resolution pathway

Rooted in APA's founding principles of *Empathy, Congruence, and Unconditional Positive Regard*, this proposal extends psychological insight and care into organisational whistleblowing processes. By embedding the values of *Transparency, Truth, and Development*, the APA Whistleblowing Commission Proposal sets the stage for healthier outcomes, for both whistleblowers and organisations, while safeguarding integrity and resilience at every step.



# Benefits for Companies

- ✓ **Enhanced Organisational Integrity**
  - Strengthens trust by embedding transparency, truth, and development into whistleblowing protocols.
  - Demonstrates a proactive commitment to ethical governance and accountability.
  
- ✓ **Improved Employee Wellbeing & Retention**
  - Reduces stress, anxiety, and mental health strain for staff engaged in whistleblowing.

Builds a culture of psychological safety that supports loyalty and reduces turnover.
  
- ✓ **Safer, More Effective Disclosure Processes**
  - Provides a structured, psychologically informed framework that encourages responsible reporting.
  - Minimises risks of mishandled cases, reputational damage, or costly legal escalation.
  
- ✓ **Cost-Effective Alternative Dispute Resolution**
  - Establishes a robust Primary Alternative Dispute Resolution (ADR) pathway.
  - Reduces legal exposure and financial costs from litigation or employment tribunals.
  
- ✓ **Increased Organisational Effectiveness**
  - Promotes early intervention, preventing small issues from escalating into systemic problems.
  - Elevates performance by addressing risks swiftly and constructively.
  
- ✓ **Reputation & Competitive Advantage**
  - Positions the organisation as a leader in ethical practices and employee care.
  - Enhances public trust and stakeholder confidence in organisational governance.
  
- ✓ **Futureproofing Against Regulatory Pressure**
  - Aligns with evolving expectations around corporate responsibility and mental health.
  - Demonstrates readiness for stricter compliance requirements in whistleblowing policies.



## Overview

# APA's Whistleblowing Commission

Whistleblower	Organisation	Commission Panel
Independent Initiation Review	Independent Investigation	Binding Outcome Delivery
Conversation of Enquiry Data Review Whistleblowers Support Package The Whistleblowing Report	Investigation Action Plan and Requirements Notification of Investigation Insurance and Public Reporting of Investigations External Agency Engagement Legal Representation and Protections	Part 1 Outline of Concerns Overview of Whistleblowing Investigation Immediate Factors and Risks Long-term Risks & Concerns  Part 2 Structured and Sustainable Plan Public Reporting Consequences and Costs

## The Focus of APA's Whistleblowing Commission

TRUTH

TRANSPARENCY

DEVELOPMENT

## Benefits of APA's Whistleblowing Commission

- Increases the Integrity & Effectiveness of the Whistleblowing Processes
- Protects Whistleblowers and Organisations from unstructured processes
- Increases confidence in Organisational Functionality
- Protects the legal due process
- Standardise the organisational response
- Builds the effective development of preventative working practices.
- Effective use of Alternative Dispute Resolution Processes.



## Who Makes Up The Commission?

APA is fully aware that the constitution of the Whistleblowing Commission will have a direct impact on the acceptance of organisations and the public to engage with the process. Therefore, APA is proposing that The Whistleblowing Commission is established with a full collection of professionals available to act on behalf of The Whistleblowing Commission in specific roles.

In moving from an unstructured process it is vital that the various Whistleblowing specialist groups and experts are included in the constitution of the Whistleblowing Commission.

APA's Whistleblowing Commission Proposal allows for the maximum benefit of all parties, remaining true the founding Principles of Transparency, Truth and Development, within the boundaries of legal Alternative Dispute Resolution. Each Whistleblowing Initiation Review will create a dynamic and responsive Commission Panel.

The Commission will be made up a multiple professional that will be commissioned as required, with the core infrastructure being made up of:

- **The Commission Panel**
  - Panel Chairperson
  - Legal Representation / Vice Chair
  - Corporate Human Resources Expert
  - Whistleblowing Lay Representative
  - Sector Specific Expert
- **The Initiation Review Team**
- **The Independent Investigation Team**
  - Whistleblowing Coordinator
  - Dedicated Investigator
  - Legal Oversight Manager
- **The Whistleblowing Support Team**
- **The Commission Administration**



# The Organisational Structure

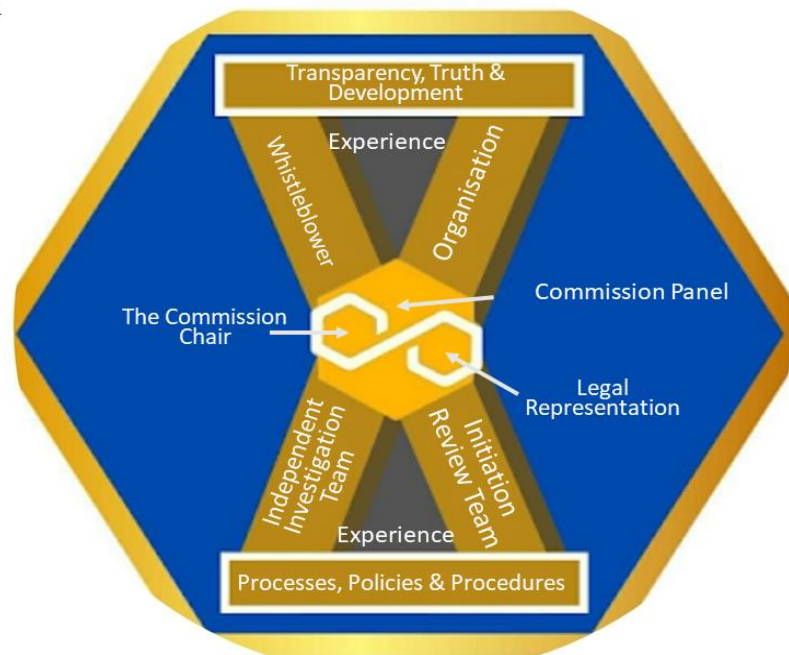
It is critical that public and corporate confidence in the Whistleblowing Commission is nurtured and maintained. Whilst this will be achieved in part, through the collection of professionals that make up The Commission, it will be enhanced through the use of an effective organisational structure. It is vital that traditional approaches that have little or no public confidence are avoided. APA is therefore proposing the use of The NCS Model<sup>®</sup>. As this model clearly demonstrated the value of all parties in the process and ensured that the Commission Panel is maintained at the heart of the process. The NCS Model<sup>®</sup>, also highlights the value of maintaining Transparency, Truth and Development.

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APA  
Whistleblowing  
Commission  
Organisational  
Structure

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## APA's Whistleblowing Charter

APA's Whistleblowing Charter is designed to assist Companies, Organisations, Charities and other signatories to positively engage with the whistleblowing process and empower them to actively promote positive and balanced outcomes.

In becoming a signatory of The Whistleblowing Charter, organisations acknowledge that the ultimate purpose is to protect the organisation and the public from actions that can damage the stability and sustainability of the organisation. Whilst protecting the Whistleblowers legal right to disclose evidence of wrong doing.

Signatories of **APA's Whistleblowing Charter** commit to the core principles of

- ✓ Truth
- ✓ Transparency
- ✓ Development



# Whistleblowing and Mental Health

As a Psychological Membership Service with a Voluntary Register of Counsellors, Psychotherapists, Coaches, Social Workers, Youth Workers and those that use psychological Awareness in their professional roles, APA is acutely aware and ever mindful of the Mental Health impacts that can arise from being in a position, where whistleblowing is felt to be necessary.

Traditional responses to whistleblowing claims, have largely been led by an organisational desire for self-defence and often whistleblowers are unable to challenge the organisations through factors, such as, limited legal knowledge, the financial burden, and the psychological pressure that is often experienced.

APA believes that without a dedicated option for a structured and sustainable Alternative Dispute Resolution, the whole purpose of whistleblowing protections is flawed and the psychological damage that is caused through gaslighting, organisational wrong doing and the failure of legal due process, is simply unacceptable.

APA's Whistleblowing Commission and Charter proposes a new level of collaborative working that protects whistleblowers whilst reducing the risk to organisations of malicious claims. By removing the responsibility of investigation from organisations and giving clear guidance on the Investigation requirements, with automatic Notification of Bias being issued, there is a psychological benefit for both the Whistleblower and the public, as they can see accountability being applied to the organisation, throughout the process. Organisations also benefit from demonstrating their ethical and professional conduct in positively engaging with APA's Whistleblowing Commission and Charter.

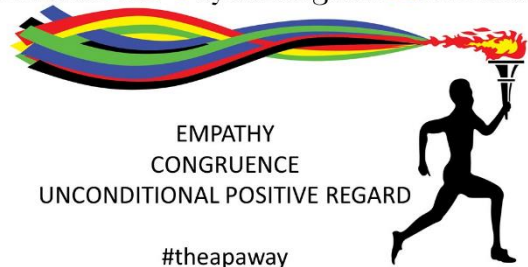
The psychological benefit of elevating the focus of Whistleblowing to Transparency, Truth and Development, will not only be felt by those that become Whistleblowers, but it will also benefit organisations, as they focus on developing their own functionality to reduce the conditions where Whistleblowing is required. This will empower organisations to enhance their internal risk management and improve operational communications, factors that, when left unchecked, are widely accepted to be elements in reduced organisational productivity and create employee discord.

APA believes that when APA's Whistleblowing Commission and Charter are active all parties will develop an increased Trust, Understanding, and Belief in the whole Whistleblowing environment, which will improve the Mental Health and Well-being of all parties.



# A new approach for new results

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## Contact us

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