

PART ONE

The Misconduct of WBUK The Witness Statements and Evidence

Introduction by Eileen Chubb

Firstly I would like to thank all those who have come forward to give us evidence about WBUK, these witnesses have shown extraordinary courage in bringing this evidence to public attention.

Because we have been overwhelmed with concerns about WBUK and the sheer volume of evidence involved; this report will be in two parts to allow all those wishing to contribute evidence the opportunity and time to do so.

This report details the evidence on WBUK and includes Signed witness statements from both whistle-blowers and potential volunteers who have come into contact with WBUK. The witness evidence commences on page 12. These concerns fall under the following categories,

Whistle-blowers who contacted WBUK for help but were never contacted back,

Volunteers who contacted WBUK offering to help as case workers who had serious concerns,

Whistle-blowers who contacted WBUK and whose details were passed to a law firm without their consent,

Whistle-blowers who were asked for money on the first call to WBUK,

Whistle-blowers who were asked to sign an agreement giving varying percentages of any legal award to WBUK in return for help that was never given. WBUK are not even licensed to provide such paid services.

Evidence that only those cases with monetary value are being cherry picked.

Whistle-blowers who were deliberately manipulated and exploited in their own whistle-blowing cases by Georgina Halford Hall in order to gain publicity for herself and WBUK with the intention of adding validity to her false claims of being a whistle-blower.

Evidence that Georgina Halford Hall and WBUK are profit driven to the point of informing a Whistle-blower that there were fees to be paid if they needed support reporting child protection and abuse issues.

SECTION ONE. HAVE WBUK BROKEN THE LAW?

I submit that WBUK have knowingly broken the law.

It is an established fact that WBUK were made aware they could be in breach of, The Compensation Act 2006 and withdrew the unlawful costs claim in the Banerjee case. See the next page for the extract from the Tribunal ruling.



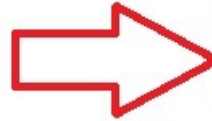
23.1 £,8625 paid to Whistleblowers UK to sort the documents into chronological order, at £150 per hour, invoice dated 1 September 2017

23.2 payment to junior counsel for correspondence arising out of disclosure – £1,208.33 plus VAT

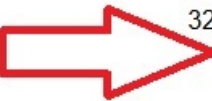
23.3 payment to junior counsel advising and drafting application to adjourn 17 August £1,750 plus VAT

23.4 first tranche of junior counsel's brief fee incurred 11 September – £5,000 plus VAT.

30. No material was before the tribunal as to the cost of today's hearing, which dealt both with specific disclosure and the costs application.



31. Before the costs application was heard I raised with the parties that I was concerned to establish whether the invoice from Whistleblowers UK covered regulated services as listed in regulation 4 of the Compensation (Regulated Claims Management Services) Order 2006, made under the Compensation Act 2006, which created offences, as if so, it did not appear at first sight that Whistleblowers UK, a company limited by guarantee, was registered as a charity or was a regulated claims manager, and it might be necessary to consider their status when deciding whether it was lawful or contrary to public policy to order payment of their costs. The claimant had not taken this point, but had argued that the invoice was not for legal services but represented preparation time, and the claimant could not claim both that and costs.



32. In the course of the hearing, without further discussion, the claimant withdrew the claim for the Whistleblowers UK invoice. This left the claims for junior counsel's fees.

https://assets.publishing.service.gov.uk/media/5a294cc5ed915d458b922fd/Mr_J_Banerjee_e_v_Royal_Bank_of_Canada_-_2200415-2017_Preliminary_Costs.pdf

Being fully aware of this WBUK knowingly devised a scheme to claim costs from whistle-blowers via a case management contract which would allow WBUK to both charge £100 per hour for all case management work undertaken and take 5% of any damages awarded to a whistle-blower and notably via a means that would not come to the attention of any court in future cases.

I have been provided with several copies of this WBUK contract, I am aware of **11** whistle-blowers who were given this contract on contacting WBUK. The most recent case was in April 2019. Some whistle-blowers signed and others did not. I submit that this contract clearly amounts to repeated breaches of The

Compensation Act 2006, that at least one of these breaches occurred whilst WBUK were acting as Secretariat of The All-Party Parliamentary Group on Whistle-blowing.

COPY OF CONTRACT WBUK ASK WHISTLEBLOWERS TO SIGN

“Statement of cooperation

WhistleblowersUK is a volunteer led, not for profit organisation established to support anyone who considers themselves a whistleblower. We have a comprehensive understanding of the issues and challenges facing whistleblowers. Whistleblowing is not for the faint-hearted. It is process led and physically and emotionally draining. Legal proceedings are fraught with uncertainty which is why many people understandably walk away.

We are not lawyers, we help you to retain full control of your case at all times.

Fees - *We are a membership organisation but membership this is not a prerequisite to our working with you. We charge £100 per hour for the work that we undertake.*

Important – *Firstly, we believe you and we know that bringing a claim against your employer is always a last resort. We always set out to progress matters as quickly as possible but to do so we may need to share some details in order to gather all of the information to allow you to make an informed decision. **WBUK are not qualified solicitors.** Our assistance varies but tends to include: a review of the evidence, help to set out and present your evidence, help to gather evidence, help to find appropriate legal advisors, drafting of FOIs and various aspects of research, support in meetings with employers and barristers and in court. We work as part of a team that puts you at the centre. WBUK has a trusted panel of legal advisors who usually provide initial pro bono advice based on case outlines that we provide. WBUK accepts no responsibility or liability for any information or advice provided.*

Section 1 - What we will do for you

- 1. We will act in an agreed and proportionate way to help you with you achieve resolution.*

- 2. We will help you understand and identify your disclosures where there is uncertainty.*
- 3. We can assist with evidence gathering and share strategies to manage and prepare your case.*
- 4. We will provide you with an honest opinion on your case using our experience and historical data, subject to independent advice.*
- 5. We will treat you with the utmost courtesy and respect at all times.*
- 6. We will keep information confidential.*
- 7. All work and all actions will be agreed with you in advance.*

Section 2 - What we require from you

- 1. We need you to prepare a detailed chronology (time line), of the circumstances surrounding your disclosures (whistleblowing). We appreciate that this can be difficult, and we will make every effort to help you.*
- 2. We require you to use only agreed communication pathways and note that we keep business hours from Monday to Friday. All communications outside of this are by agreement only.*
- 3. When sharing documents, we request that you provide copies only as we cannot guarantee the safety of any documents.*
- 4. In engaging WBUK to work with you, you are authorising us and named third parties to share information for the progression of your case. (This authority can be revoked, in relation to one or all third parties at any stage, in writing, subject to reasonable notification).*
- 5. WBUK require an undertaking by you not to quote, disclose communications or disclose the identity of your caseworker/s or make statements and/or commitments on behalf of WBUK staff and volunteers.*

Section 3 - Working with lawyers

1. *If you instruct a lawyer and still wish to engage our advice and assistance you agree to allow that lawyer to copy us in to communications where appropriate.*

Section 4 - Confidentiality

1. *We will keep all of your information strictly confidential.*
2. *We agree not to make any statement about your case without your agreement.*

Section 5 - Donations

1. *WBUK is currently an NGO funded by donations and run on a tight budget. Should you be successful either at trial or by winning a settlement, we ask that you commit to making an agreed percentage donation to WBUK of 5%.*

Section 6 - Termination of Agreement

1. *If at any time there is a breakdown of trust between the parties or in the case of any other breach on either side we reserve the right to terminate this agreement on notice.*

Please sign, scan and return and keep a copy for your own records.

Name:

Address:

Email:

Contact number: “

THE COMPENSATION ACT 2006

The relevant sections are below,
Please note that the key criteria is that money
should be exchanged for services.

“CLAIMS MANAGEMENT SERVICES

4 Provision of regulated claims management services

(1) A person may not provide regulated claims management services unless—

(a) he is an authorised person,

Compensation Act 2006 (c. 29)

Part 2 — Claims Management Services

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(b) he is an exempt person,

(c) the requirement for authorisation has been waived in relation to him in accordance with regulations under section 9, or

(d) he is an individual acting otherwise than in the course of a business.

(2) In this Part—

(a) “authorised person” means a person authorised by the Regulator under section 5(1)(a),

(b) “claims management services” means advice or other services in relation to the making of a claim,

(c) “claim” means a claim for compensation, restitution, repayment or any other remedy or relief in respect of loss or damage or in respect of an obligation, whether the claim is made or could be made—

(i) by way of legal proceedings,

(ii) in accordance with a scheme of regulation (whether voluntary or compulsory), or

(iii) in pursuance of a voluntary undertaking,

(d) “exempt person” has the meaning given by section 6(5), and

(e) services are regulated if they are—

(i) of a kind prescribed by order of the Secretary of State, or

(ii) provided in cases or circumstances of a kind prescribed by order of the Secretary of State.

(3) For the purposes of this section—

(a) a reference to the provision of services includes, in particular, a reference to—

(i) the provision of financial services or assistance,

(ii) the provision of services by way of or in relation to legal representation,

(iii) referring or introducing one person to another, and
(iv) making inquiries, and
(b) a person does not provide claims management services by reason only of giving, or preparing to give, evidence (whether or not expert evidence).
(4) For the purposes of subsection (1)(d) an individual acts in the course of a business if, in particular—
(a) he acts in the course of an employment, or
(b) he otherwise receives or hopes to receive money or money's worth as a result of his action.
(5) The Secretary of State may by order provide that a claim for a specified benefit shall be treated as a claim for the purposes of this Part.

7 Enforcement: offence

(1) A person commits an offence if he contravenes section 4(1).
(2) A person who is guilty of an offence under subsection (1) shall be liable—
(a) on conviction on indictment—
(i) to imprisonment for a term not exceeding two years,
(ii) to a fine, or
(iii) to both, or
(b) on summary conviction—
(i) to imprisonment for a term not exceeding 51 weeks,
(ii) to a fine not exceeding level 5 on the standard scale, or
(iii) to both.
(3) Until the commencement of section 281(4) and (5) of the Criminal Justice Act 2003 (c. 44) (51 week maximum term of sentences) the reference in subsection (3)(b)(i) above to 51 weeks shall have effect as if it were a reference to six months.

(5) On an application by the Regulator a judge of the High Court, Circuit judge or justice of the peace may issue a warrant authorising the Regulator to enter and search premises on which a person conducts or is alleged to conduct regulated claims management business, for the purposes of investigating whether an offence has been committed under this Part.

(3) For the purposes of subsection (2) a person offers to provide services if he—
(a) makes an offer to a particular person or class of person,

(b) makes arrangements for an advertisement in which he offers to provide services, or

(c) makes arrangements for an advertisement in which he is described or presented as competent to provide services.

(4) A person who is guilty of an offence under subsection (1) or (2) shall be liable—

(a) on conviction on indictment—

(i) to imprisonment for a term not exceeding two years,

(ii) to a fine, or

(iii) to both, or

(b) on summary conviction—

(i) to imprisonment for a term not exceeding 51 weeks,

(ii) to a fine not exceeding level 5 on the standard scale, or

(iii) to both.

(5) Where a person commits an offence under this section by causing material to be displayed or made accessible, he shall be treated as committing the offence on each day during any part of which the material is displayed or made accessible.”

Furthermore, that WBUK holding such a position in Parliament amounts to holding a public office given that their influence was such that an act of Parliament is listed as a direct result of the actions and influence of WBUK.

I further submit that the conduct of WBUK in committing criminal offences under The Compensation Act 2006 whilst holding the above public office, amounts to a breach of the law, Misconduct in Public Office.

SECTION TWO HOW WE BECAME AWARE OF CONCERNS

The charity Compassion in Care runs a national helpline and we became aware of many concerns about

WBUK over a period of time. We have valid concerns supported by evidence that WBUK are masquerading as a whistle-blower support organisation.

As a whistle-blower and as someone who has supported over 7000 whistle-blowers, I am only too aware how vulnerable people can be in this situation. We will never know the full extent of the harm caused by WBUK as many people who contacted WBUK and were failed may never come forward.

What should not be forgotten is that for every whistle-blower there is wrongdoing that needs to be stopped. That wrong-doing can include abuse of vulnerable people and other risks to public safety. The message a whistle-blower carry's cannot be presumed to have been acted on by the employer or the relevant authorities as we know only too well. Supporting whistle-blowers is a serious responsibility as lives will often depend on it.

WBUK are operating as a money-making enterprise, there is no evidence of emotional support. The evidence all points to WBUK cherry picking those cases which have a monetary value i.e. those cases which are likely to proceed to tribunal. The reality is that most whistle-blowers who contact us were unable to take a legal case because they were suffering financial hardship and did not have the means to access the law. The minority who did were failed by a law that has from the first offered scant protection if any at all. Whistle-blowers need the greatest support after being failed or denied access to the law. At the time of greatest need they have the least value to WBUK.

Our earlier work raising concerns about WBUK is listed on page **12**.

I have also sent detailed concerns to the Parliamentary Standards Commissioner without action being taken on the grounds that "**the rules on transparency only apply to which portcullis emblem an**

APPG uses". The rules clearly need to change as we have demonstrated that there is very serious cause for concern and there is currently no mechanism in Parliament to investigate or act on such serious issues.

WBUK and Georgina Halford Hall have managed to push an agenda that is weeks away from becoming an Act of Parliament. This must be stopped for such an act to be made law under these circumstances brings the house into disrepute.

There must be a full inquiry into these issues and how someone who clearly was not a whistle-blower herself managed to fool so many to such a degree. We also ask it be noted that a number of individuals such as Susan Kramer and Stephen Kerr MP as well as the organisation (Protect PCAW) chose to deliberately endorse and/or defend both WBUK and Georgina Halford Hall; when faced with evidence of serious concerns.

The most serious thing of all is that in the process of WBUK using false pretences to attain a position that has allowed them to directly influence alleged whistle-blower protection law, genuine whistle-blowers have been directly harmed by this very same organisation whilst all future whistle-blowers will be harmed by the WBUK self-serving agenda which is manifested in the law they are pushing for their own personal gain.

Links

[Response to whistle blowing debate](#)

[Funding of WBUK and the APPG](#)

[The scandal behind UK whistleblowing law](#)

[Whistle-blowing APPG](#)

[The root of all evil](#)

[Petition to Parliament](#)

<https://compassionincare.com/halford-hall-mark-deceit>

[Norman Lambs resigns over WBUK](#)

SECTION THREE THE WITNESS STATEMENTS

WITNESS STATEMENT ONE.

DAPHNE HAVERCROFT.

Email reproduced by consent from Daphne Havercroft Campaigner

" Hello Eileen,

we met a few years ago at the Law Commission Misconduct in Public Office Meeting. I was with Della Reynolds from PHSOtheFacts.

I'm not currently a Twitter user, but I see that there has been quite a lot of discussion about WBUK and Georgina Halford-Hall. I am glad that she has been rumbled.

GHH approached me at the end of 2014 when she found me on Twitter and I agreed to meet her. What became clear was that GHH had identified me as someone who she thought she could use and I terminated the relationship after about a year for the following reasons:

- GHH's adversarial, even toxic relationships with other people involved in WBUK2014/Whistleblowers UK.*
- Her extreme defensiveness when asked to cite any cases where WBUK had genuinely helped a whistleblower to achieve a satisfactory outcome.*
- What I considered to be "pimping" for lawyers - introducing potential clients to them.*
- The fact that WBUK is not a registered charity therefore is not subject to any regulatory compliance regarding its stated objectives and use of funds.*
- Resistance to proper governance.*
- WBUK claims to be a not for profit organisation. In which case why isn't it a community interest company or social enterprise company?*

But, most importantly I regarded WBUK and GHH as safeguarding risks because they are dealing with people whose psychological and emotional state is likely to be fragile as a result of the experience of whistleblowing. As far as I am aware GHH and her largely anonymous "caseworkers" have not done any proper training to enable them to support whistleblowers in a safe way that does not risk further harm to their psychological and emotional state.

Not long after I met GHH I went with her to a meeting - at a pub/restaurant near Salisbury - which was supposed to be to meet other people who had some connection with whistleblowing and might be interested in joining WBUK so that we could all find out more about the organisation.

In fact the real purpose of the meeting was for GHH to "train" us to be case workers by answering the phone and advising whistleblowers. It was atrocious - she had no idea whether we were suitable for that role and whether we wanted to do it. Nobody did and as far as I am aware none of us ever took any phone calls for her.

For GHH to have thought that a few hours spent listening to her in a pub is proper training to help and support whistleblowers indicated to me that she's

got some serious problems of her own that she has not faced up to and dealt with.

If you think any of this information is useful to question the suitability of GHH and WBUK to provided secretariat services to the APPG on whistleblowing, please feel free to share it.

*I'm looking at WBUK from a different perspective than the whistle-blower's that have allegedly been let down by it. GHH approached me and at one time suggested that I become a director of WBUK. I would never agree to be a director of an organisation with such a disregard of basic governance. The fact that the APPG considered it a suitable organisation to be its secretariat calls into question **its** governance.*

Unless GHH and WBUK can present any individual case studies, approved by the whistle-blower's, to show how they have genuinely helped the whistle-blower's, I think the it is reasonable to conclude that at best they have made no difference and at worst they may have caused harm.

As for Tom Lloyd, he appears to be more interested in influencing changes to drugs laws than whistle-blower's.

*Kind regards
Daphne Havercroft*

WITNESS STATEMENT TWO .
BARBARA TOTHAM

Without prejudice.

The following statement has been made by me willingly on the date given at the bottom of this statement.

I worked for a boarding school in Kent and when I queried why many certain 'events' or 'issues' had been 'swept under the carpet' I was dismissed from my role.

It came to my attention whilst I was working at this school that there had been 'an incident' whilst the students had been taken away in early July 2018 to a camp, I believe in Somerset. There had been a serious issue, whereby a male student had indecently sexually assaulted a 14-year-old female student. There was a lot of hush, hush over this and the staff were told to never discuss it again, and that the senior staff had 'dealt with it'. This was never talked about again but the incident left me feeling very uneasy.

In late June 2019 (although I was not employed at the school) I was told of a similar incident whereby students were camping off site locally but still with staff who were in loco parentis. There were 2 girls sharing a tent, and one was woken up to the sound and sights of her camp mate having sex with a male student. The female was 14/15 years of age. I believe the male student would have been of a similar age. Again, this was dealt with by senior staff and after both incidents the males were 'asked to leave the school'.

This was not the first time such serious issues had come to my attention. Whilst at activity camp earlier in the year of 2018, one member of staff was on duty and the other staff spent the night in the bar! They were escorting a group of students so no alcohol should have been allowed. Drink seems to be a recurring issue at the school, not only amongst the students but some staff as well. I was also told that a female student in one of the houses was reported as definitely

'not being suitable for boarding' by her House Parent and Deputy House Parent to the senior staff. They were told that it would be dealt with internally and she should and would stay. They were basically ignored.

This school has a lot of issues – when I helped to clear the sixth form centre for the summer school let, (summer 2018) we were taking out used condoms, empty bottles of vodka, gin, whisky...etc. etc. Again, I reported this but nobody wanted to know – in fact it was seen as 'a laugh' and shoulders were shrugged!!

This school is letting down its students, parents, staff and sponsors down. It should be brought to light that it's failings are no longer acceptable to be 'brushed under the carpet' – not when children's safety should be paramount.

I decided to take all my findings to Georgina Halford-Hall at WBUK and I made contact with her in April 2019. I explained how these incidents, and others, had left me feeling very uneasy and stressful that I had not acted on them. We exchanged 'phone calls and I sent her a very detailed statement. Georgina Halford-Hall was initially very supportive and spoke at length with me, and I finally felt I was not alone. Sadly after a few months, and her advice which was for me to call the Kent police to ask them if any of these incidents had been reported to the LADO, which I did not feel I wanted to do on my own, we were having a conversation about events at the school and she asked me what I expected the end result to be if this was 'taken on'. I said that all I had ever wanted was for all the students at the school to be safe, well protected and looked after... which I assumed would have been hers too. She quickly ended the call with 'well, we do have charges you know, we don't do this for nothing as we have costs to cover' She then emailed me forms to complete in early June 2019, which I did not complete as it made me feel very uneasy and that was the last I ever heard from her! To the best of my knowledge nothing has been reported with regards to the events that I emailed her to either the local CSA, LADO or the police. BT 18/11/2019

WITNESS STATEMENT THREE
MICHELLE PROBATION
Ref to un-named whistle-blower

Michelle, Probation Officer & Whistleblower

"I rang Whistle-blowers UK, after going to many other organisations and to my MP. I spoke to WBUK and they asked for my details, because they said if they could give me legal assistance, they would need to pass them on. They gave me the impression that they had that type of resource as a part of Whistle-blowers UK and the next thing was, I received a call from a male solicitor who asked me did I want to take a personal injury claim.

There was no interest at all in my whistleblowing, or in preventing the ongoing risk which I had reported, which made me clearly very angry and upset. It transpired that their only interest was whether I wanted to make a personal injury claim. I was angry that a firm of solicitors were acting like ambulance chasers.

I rang WBUK and said how dare you give my details to a firm that would contact me about a personal injury claim given the serious issues that I had raised, directly linked to risk to life and limb.

Later on, sadly I had to warn another vulnerable whistle blower, who was extremely distressed, against being taken in by WBUK. This person was very defensive about WBUK at that time because they had been led to believe that WBUK were arranging legal counsel for that case. I told this person that the only legal defence WBUK would be supplying would be an ambulance chaser. Predictably, this vulnerable whistle blower was let down by them and no legal representation was provided.

I also attended someone else's employment tribunal which was perceived to be very high profile and when there I advised that person against dealing with WBUK. A woman present at the hearing then identified herself to me as a solicitor for WBUK but did not give her name. I replied "Well, I can only say that my dealings with them have been appalling."

STATEMENT FOUR

Rhiannydd Martin, Teacher & Whistleblower

"I first raised concerns (did not know it was Whistleblowing) in May 2011 and struggled to get my concerns heard until November 2011. The School did not have a Whistleblowing Policy! I suffered retaliation which affected my health, I was signed off work with Work-based Stress in January 2012 and prescribed anti-depressants. The Head did not refer me to Occupational Health for 12 weeks, then refused to take their advice. Following a very brief return to work in July 2012 during which I was ostracised by colleagues due to defamation by the Head, I was again signed off work. I took out a Grievance Procedure in September which was not completed until March 2013. I was too ill to return to work and was dismissed on Ill-health grounds in June 2013.

I represented myself in an Employment Tribunal as Hants CC told my Unison Rep to desert me and he obliged. The School and Local Authority lied throughout, the ET Judge said that Whistleblowing cases have no chance at ET, it should have gone to Civil Court as Personal Injury. This concluded in July 2014 and on the advice of Tom Perry of MandateNow I joined Twitter that month, instead of feeling alone I discovered many other Whistle-blowers who had suffered similarly or worse. If good was going to come out of this I needed to help others, warn them of the pitfalls and help to make changes.

In September 2014 I saw a tweet from Georgina Halford-Hall @waterside09 about her suffering with Unison. I replied as we had a common concern about this Union. This was the start of our association, she sent me her home phone number in a DM. She told me she was a Whistle-blower who had been arrested along with a teacher called Tracy from the Boarding School her son attended. I offered sympathy for her predicament but was told not to bother, her attitude was 'bring it on'. As regards Unison 'she wasn't one to shy away from a fight', however nothing happened, I don't understand her problem with Unison as she was not employed. She asked me if I would talk to Tracy as I understood how schools operate, I agreed, I wanted to help. Nothing ever came of that except me being asked to write a summary of my experience for her to show Tracy as she was having 'trust issues'. I have since learned that Tracy never saw that summary and was unaware of my willingness to help.

At the time Georgina was Secretary of WBUK and promised all sorts of help, introduction to a Pro Bono Employment lawyer, Ian Able, he was not interested

but promised to contact a Pro Bono Personal Injury lawyer, nothing came of that. She knew journalists who could help, nothing came of that either. When I asked if she could chase the help she promised, she was 'too busy'. I was suffering all over again, having to re-live my whistleblowing nightmare, having hopes raised and then dashed.

In January 2015 she invited me to a WBUK Strategic Development Group Meeting at the Army & Navy Club in Pall Mall with her and 8 others. I declined as I could not afford to go and I wanted to give personal support to other Whistle-blowers not attend 'posh' meetings. I did receive a copy of the Proposal Political Party Manifesto from her and another 'tweaked' version from Ian Foxley, the Chair of WBUK.

In February 2015 she asked to be introduced to Lucy Duckworth, the then Chair of MACSAS, who had been a good supportive friend during my darker moments. I did so but later was told by Lucy she had her doubts about Georgina. Another Whistle-blower on Twitter warned me that she was 'toxic' and another thought WBUK were 'too much about egos, not about care of individuals'. That was given credence when she emailed a newspaper cutting saying 'look what I've been doing' – delighted she was in the papers!

On 17th February 2015 I attended a meeting in a Travelodge near Salisbury which would include a training session to enable us to become volunteer caseworkers and help man the WBUK phone line. It was run by Georgina Halford-Hall and Ian Foxley, they were only really interested in promoting their own stories and they lied about founding WBUK and cast Eileen Chubb (one of the real founders) in a bad light.

Georgina told us that she had blown the whistle on practices within her son's boarding school in Kent, gave details of her arrest, how she treated the police and her forthcoming Court case (I now know that she was arrested for Handling Stolen Goods not for whistleblowing!). She said she had previously blown the whistle on a Charity she worked for, had been through an ET and was awarded a large enough sum to purchase another house in her village in Somerset which she rents out. I understand now this is not entirely true. We were shown photographs of her holiday home in Spain, I felt uncomfortable about this bragging and felt she had no idea of how genuine whistle-blowers suffer. Many lose their job, health, home and family.

The training session was devoid of empathy for their plight, we were told to end the call if the whistle-blower started crying, 'you can't deal with someone being emotional, they need to compose themselves and phone back'. I had received counselling and appreciated the support I had been given (sometimes I was in floods of tears) and would want to do the same.

I was uncomfortable with her attitude, Foxley was the same. It appeared they attended gatherings together, 'working the room' and name-dropping the MPs they 'worked with' Simon Danczuk, John Mann, Sarah Champion for examples. Four of us attended this training, I know definitely that three of us never became caseworkers. One asked her a question about finance on Twitter and was blocked, another was asked by email for a donation of £100, she couldn't afford it, did not reply and did not hear from Georgina again.

In May 2015 I was invited to an expensive 'networking' evening at the Army & Navy Club in Pall Mall run by WBUK and Transformation Leaders, with profits going to WBUK. Frankly I was disgusted by this organisation, real whistle-blowers want support, often cannot afford to pay bills, buy food etc, it seemed immoral to be swanning around at these functions which seemed to delight Georgina, Ian and his replacement Tom Lloyd.

Also we had offered our support (not that it was taken up) to WBUK as unpaid volunteers so who was benefitting from donations and profits? I wanted nothing further to do with them. Later that month I attended a meeting held in House of Commons about whistle-blowing, Georgina was on the 'top table' along with Tom Lloyd, John Mann, Jess Phillips and a couple of whistle-blowers. Georgina again took centre stage with her arrest and court case. Other whistle-blowers present in the audience were appalled at her attitude.

Another whistle-blower on Twitter told me that she had asked him 'to be my man in the North', he gave her a typical northern answer! In my opinion this sums her up really, a user to promote herself. As far as I can see she has no experience or qualifications to be part of the APPG on Whistleblowing and her recent refusal to answer financial questions resulting in the Vice Chair standing down, needs investigating. Any genuine whistle-blower asking pertinent questions is blocked from WBUK, from her personal Twitter account and from the APPG on Whistleblowing. That group is part of this country's Parliament and as such this country's people, she has no right to take away our voice, at the moment we are still a democracy with the right of free speech."

STATEMENT FIVE

Christine England, NHS & Social Care Whistle-blower

“When I first heard about WhistleblowersUK in around mid 2014, I just thought it was a support organisation for people who had raised concerns at work and my opinion about them was entirely neutral.

Over the following years, as more things came to light and I met more whistle-blowers at various events, and on social media, I realised how harmful WBUK is, because I heard too many reports of how they had raised people’s hopes into believing they were going to provide free legal representation at tribunals and how they had misled people into thinking it was a charity.

I also realised that WBUK and GHH have made false claims on their website and in media articles, and in their online presence generally, and I have raised formal concerns about both via appropriate channels.

Some whistle-blowers are in situations which mean they cannot go public at present which is totally understandable. Without revealing their identities, I can state that I am aware, through my involvement with The Whistler network, of a number of whistle-blowers who have had dealings with WBUK.

From those people’s feedback, and from my own experience of contacting WBUK and monitoring their online presence, I have come to the personal conclusion that WBUK, and Georgina Halford-Hall in particular, are untrustworthy, and are not interested in the majority of whistle-blower’s who contact them.

It is my belief that WBUK cherry-picks cases, either for financial profit potential or for publicity about high profile cases even when WBUK is not directly involved. When it comes to cases such as social care, they do not

appear to care about whistle-blower's generally as they do not even bother to respond.

One of the most troubling aspects is the way in which WBUK has raised the hopes of some whistle-blower's by leaving them with the belief that they were going to provide free legal assistance which never materialised. This is downright dangerous because some people's circumstances are so bad after whistleblowing that they are in a very vulnerable state and have already lost trust.

From material I have seen, I believe that giving a Parliamentary email address to GHH is grossly irresponsible because it makes her appear trustworthy to whistle-blower's seeking support. This woman appears to have no understanding of the reality of the impact of whistleblowing or of confidentiality. Several people have stated to me that she had passed on their details to others after they spoke to her, believing it to be in confidence, then later found their email had been given to various other people who they did not know, without their knowledge or consent, on GHH's personal email address, not the WBUK one.

At least twice in 2015 I contacted WBUK online. I never received any response but as my whistleblowing situation was not one from which they could make any money (ie as a low-paid care assistant) I was not surprised by this because by then I had heard from several other whistle-blower's that WBUK were mainly interested in high profile or financial cases, or would just pass people's details to solicitors.

Part of my reason for contacting them then was because I had noticed misleading information on their website that it was a "charity" and requesting donations. When I looked further into this, I discovered that the bank account was that of the dissolved original "Whistle-blowers UK".

I believe that no reputable organisation with appropriate governance arrangements would accidentally make an error of this sort and that the

wording on the website was a deliberate attempt by WBUK to mislead the public, especially as they made the name almost identical to the original organisation (just by removing the space before UK).

After giving WBUK at least two opportunities to rectify it, and getting no response, in 2015 I emailed my concerns to the Charity Commission, the Fundraising Standards Board, and Companies House.

The Charity Commission confirmed that WBUK was not a charity, and the FSR referred me to Companies House which responded: "I note that the website www.wbuk.org shows the company number 08112953, and this is a breach of Section 1197 of the Companies Act 2006, by still trading or using a company that has been dissolved. I shall contact the company to advise of this breach and to ensure all changes are made to the website within 14 days."

Since 2015, I discovered that Georgina Halford-Hall and Michael Halford-Hall, of the same residential address, had set up two commercial companies in May 2018, but on one of these her surname is listed only as "Hall". The result is that on a surname search of directors on Companies House, only two appointments are displayed for her, that of WBUK and of Whistleblower Legal Ltd, when really she has three directorships. It is simply not credible that someone could accidentally give two versions of their own name when setting up two different companies on 17th and 18th May 2018.

Both of her own companies, Whistle-blower Legal Ltd and Whistleblowers International Ltd are listed as being "Active" on Companies House, but the House of Lords Members' Staff Register of interests proves that GHH has not declared her directorship of Whistleblowers International Limited and although she declared Whistleblower Legal Ltd she falsely stated it is a "Dormant" company".

I can find no mention of these commercial companies, which are a clear conflict of interest, on the WBUK website about "Our People". I only know of

them because I was monitoring their Companies House listing. I understand others have been as well, such is the level of distrust.

Incidentally, I have heard people say GHH told them she had won an employment tribunal as a whistleblower but she has seemed very reticent about the details which is odd, especially for someone who is so vocal about non-disclosure agreements. The only employment tribunal claim I have been able to locate, but I must emphasise that I do not know for sure whether this is the same person, or whether it even involved any whistleblowing element, is one involving a Georgina Shaw-Halford in Bristol in 2011, in which the ET has confirmed the Claimant withdrew the claim and so it was dismissed.

I have also received warnings that GHH had used a personal Twitter account "Disenfranchised @waterside09" to contact people on social media, apparently to offer support as an individual, without at first explicitly mentioning her role in WBUK.

It is ironic to find out that GHH has been calling herself "Disenfranchised" when she seems keen to boast about her Parliamentary connections.

All the peers, MPs, academics, and other organisations such as Protect PCAW who have aligned themselves with GHH and WBUK should be held to account for not heeding the warnings from Compassion In Care and others because simple online checks would have shown that WBUK and GHH are not trustworthy and that WBUK lacks proper governance.

I am glad that some whistleblowers are now able to come forward with the evidence of their dealings with GHH and WBUK, and am particularly pleased to see that Norman Lamb, ex-MP, eventually questioned them and then wrote a letter stating his resignation and the reasons in October 2019 when GHH refused to answer his questions.

The APPG website still does not mention his resignation or his reasons, even though he still appears in video on the site, suggesting that he is still supporting or aligned with the APPG. Why do the other members of the APPG remain silent about this matter of serious public interest?

*Statement Six
Eileen Chubb*

please note there is evidence to be included in part two in relation to 30 more whistle-blowers.

“Statement by Eileen Chubb

I am the Founder & Director of registered charity Compassion In Care, and Co-Founder of The Whistler with the late Gavin MacFadyen.

I was also one of the co-founders of the original Whistle-blowers UK, also known as WBUK. Gavin and I publicly resigned in protest and set up The Whistler instead, due to our serious concerns about the bounty-hunting, pro-US system that individuals at WBUK were advocating under the self-appointed chairmanship of Ian Foxley. Gavin and I were not alone in our concerns and I will return to this in Part 2 of this report, to be published as soon as possible.

Whistleblowers UK was later dissolved in April 2015.

A new company was formed calling itself WhistleblowersUK (ie same name but without a space) and I later heard that a formal complaint had been upheld by Companies House about a breach of the Companies Act by this “new” WBUK.

In early 2019 I was informed that Georgina Halford-Hall had claimed online and in a newspaper article that she had “set up Whistleblowers UK” and that she had been challenged about this on social media by someone who knew that it was a lie because we had never heard of her at that time.

The only contact I have had with Georgina Halford-Hall was firstly an email from her wanting to speak with me. I did call her and listened to what she had to say. She invited me to join a committee and I refused. I then asked her about the school whistle-blower's, to which she replied, "We're all fine, thank you". I said "No, I meant the whistle-blower's, not you" (because she is not a whistle-blower).

Due to the growing number of concerns about WBUK coming from whistle-blower's on the Compassion In Care & The Whistler helpline, as well as queries about the legal status, finances, aims and actions of WBUK, it eventually became necessary for me to publish a formal statement stating that Compassion In Care & The Whistler had no connection with WBUK. Later there was a letter from WBUK threatening legal action and demanding retraction of that statement.

We responded that we would not retract it but we had no objection if those at WBUK wished to issue a public statement that they have nothing to do with Compassion In Care & The Whistler. We heard no more from them about it.

There will be more information in Part 2 but to date we have over 30 individual cases where concerns about WBUK have been raised with us by whistle-blower's and these numbers are growing by the day."

**A full Statement from the Teacher whistle-blower Tracy Austin
Will be published in next part of the evidence.**

**I have reviewed the evidence in Ms Austin's Case and my
Summary is below**

"Tracy Austin Whistle-blower Teacher, Duke of York's Royal Military School

Overview of Ms Austin's evidence by Eileen Chubb

"I am writing this summary on behalf of Ms Austin as a result of reading nearly 400 emails supplied by Ms Austin over the last 2 weeks, as evidence in relation to her case. The following are my observations on these emails which I have examined closely.

Please note Ms Austin's own, fully detailed statement will be in Part 2 of our report.

Ms Austin has made a Subject Access Request to WBUK and the APPG on Whistleblowing and has yet to receive her information because her initial enquiry to their then-registered London office address was returned. We note that the WBUK registered office has been changed recently to what appears to be Georgina Halford-Hall's residential address.

Firstly, there have been numerous breaches of confidentiality in the WBUK email chains discussing Ms Austin's case. I have advised Ms Austin that she needs to take these issues to the Information Commissioner because there is clear evidence of multiple breaches.

There would appear to be multiple breaches of other WBUK helpline callers also, because their details are disclosed in the email chains. In my view this is systemic contempt for confidentiality.

Ms Austin's case is distinctive because she was one of the five whistleblowing teachers who reported concerns (ie they blew the whistle at the Duke of York's Royal Military School). When Ms Austin contacted WBUK, one of the parents at the school was Georgina Halford-Hall. In my view Georgina Halford-Hall should have recused herself completely from the case because she was a closely interested party. The degree of her involvement in Ms Austin's case was totally unacceptable.

The emails show that Ms Austin's case was dealt with by Ian Foxley and Georgina Halford-Hall of WBUK. The first thing I note from the evidence is the appalling pressure that has been placed on Ms Austin and a member of her family by the tone and the enormous frequency and volume of emails, barking out different orders. I find the level of pressure that was being applied appalling.

There is clear evidence in these emails that Ms Austin was encouraged not to speak to the press and not to defend herself publicly, which has resulted in huge distress to her by the actions of WBUK getting Georgina Halford-Hall to be the spokesperson for the media in relation to the whistleblowing case at that school. There is a clear trail of deliberate actions laid out in these emails that clearly shows Georgina Halford-Hall appointing herself as the whistle-blower and relegating the genuine whistle-blower's, who were strongly advised not to speak to the media. In my view this was a deliberate ploy to maximise Georgina Halford-Hall's limelight, resulting in media coverage such as this:

<https://www.telegraph.co.uk/news/uknews/law-and-order/11702655/My-fear-of-jail-for-being-a-whistle-blower.html>

This whole behaviour pattern upheld by the evidence shows that WBUK have deliberately placed the interests of WBUK and Georgina Halford-Hall in obtaining publicity, above the interests of the true whistle-blower's who they should have been helping, and by falsely claiming that Georgina Halford-Hall was the whistle-blower at the school.

It is my firm view that Ms Austin has been badly advised, badly treated and ruthlessly exploited by the actions of WBUK. There has been very questionable legal advice given to Ms Austin which in my view has had a negative impact on her chances of obtaining justice. The real whistle-blower's in this case have risked so much in order to bring forward concerns and they and the children are the losers - the only winners are WBUK and Georgina Halford-Hall. It appears to me that she is not only managing to contain the whistle-blower's but is actually containing the information that they are trying to bring to public attention in their efforts to protect children.

The subsequent exchanges between WBUK and Ms Austin are only compounding the original harm done to her by their actions and in my view, they were in a position of trust and they have abused that trust.

