

FOBS Serious Incident Reporting Policy

Purpose

This policy outlines the procedures for identifying, recording and reporting serious incidents to the Charity Commission in accordance with its guidance. It ensures that trustees of **Friends of Blethingley Village Primary School (FOBS)** meet their legal obligations and that the charity responds appropriately.

It will be reviewed annually to ensure that it remains appropriate to the organisation and its volunteers' needs.

Definition of a serious incident

A serious incident is an adverse event, whether actual or alleged, which results in or risks significant:

- Harm to beneficiaries, volunteers or others
- Loss of the charity's money or assets
- Damage to the charity's property
- Harm to the charity's work or reputation

Examples include:

- Safeguarding concerns
- Fraud or theft
- Cybercrime or data breaches
- Significant governance failures
- Legal disputes or regulatory breaches

Responsibilities

- **Trustees:** Ultimately responsible for ensuring incidents are reported promptly and appropriately
- **All Volunteers:** Must report any concerns immediately directly to a trustee

Internal reporting procedure

1. Any individual who becomes aware of a potential serious incident must report it immediately to a trustee
2. An internal incident form must be completed within 24 hours
3. The trustees will assess the incident and determine whether it meets the threshold for external reporting

External reporting procedure

If the incident is deemed serious:

1. Notify all of the trustees
2. Prepare a report including:
 - What happened
 - When and where it occurred
 - Who was involved
 - Immediate actions taken
 - Ongoing risk management steps
3. Submit the report to the Charity Commission via their online form:
 - a. <https://rsi.charitycommission.gov.uk/web/register/reporting-or-updating-a-serious-incident>
 - b. <https://www.charitycommissionni.org.uk/concerns-and-decisions/serious-incident-reporting-a-guide-for-charity-trustees/>
4. Notify all relevant authorities (e.g. police, ICO) if applicable

It's important that you provide enough detail in your report to give a clear picture of what happened and when, the extent of any loss or harm, how you're dealing with it and the possible next steps.

It is not necessary to provide the names or any other personal details of any individuals involved in the incident in your initial report.

Record-keeping

Maintain a central log of all serious incidents, including:

- Date and nature of the incident
- Actions taken
- Outcomes and follow-up

Ensure confidentiality and data protection compliance.

Review and learning

- Each incident will be reviewed to identify lessons learned
- Trustees will consider whether policies or procedures need to be updated
- This policy will be reviewed annually or after any serious incident by the FOBS committee

Reporting fraud

Incidents of fraud should be report to **Action Fraud** ensuring a crime reference number is obtained and making it clear that the person reporting is representing the charity. Action Fraud is a national reporting centre specifically for reporting fraud and has an online fraud reporting service, available 24 hours a day. Their website includes a comprehensive A to Z of types of fraud.

Action Fraud – actionfraud.police.uk – 0300 123 2040

- Charity Commission for England and Wales: 0300 066 9197 (**Delete as appropriate**)
- Charity Commission for Northern Ireland: 028 3832 0220

Policy Approval

Approved and adopted by the committee of FOBS in November 2025.

Next review in November 2026.

Internal Incident Report Form

Confidential - For Internal Use Only

1. Reporter Information

Full Name:

Committee Role:

Contact Number:

Email Address:

2. Incident Details

Date of Incident: ____ / ____ / ____

Time of Incident: ____ : ____ (AM/PM)

Event:

Location of Event:

Location of Incident:

Type of Incident:

Injury/Illness

Security Breach

Property Damage

Harassment/Discrimination

Safety Violation

Other: _____

Severity Level:

Minor

Moderate

Severe

Critical

3. Description of Incident

Provide a detailed account of what happened, including events leading up to the incident, actions taken, and any contributing factors:
