

WHISTLEBLOWING POLICY

This policy will be reviewed annually by :-

The organisation is continuously developing policies and procedures to ensure it meets the requirements of the law, the registration authority and good practice. This policy will be reviewed every year or when guidance or legislation changes.

This policy was last reviewed	May 2026
Next review date is:	May 2027
Reviewed by	HR Consultant and Chair of Trustees

General Overview

What Is Whistleblowing?

A “whistleblower” is someone who discovers something that is wrong and alerts their employer or the relevant authorities to what is going on. The law protects whistleblowers from their employer subjecting them to detriment or dismissal by reason of their having “blown the whistle” and from detrimental treatment by their colleagues. To be protected by the law, the act of whistleblowing must fall within the legal rules and the whistleblower must reasonably believe that their disclosure of wrongdoing is made in the public interest.

We encourage an open culture where raising concerns are taken seriously and the individual is supported throughout the process. The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace to encourage open communication and effective action.

Who does this policy apply to?

This policy applies to all employees.

Employment Legislation

UK whistleblowing law, primarily under the **Public Interest Disclosure Act 1998 (PIDA)** and the **Employment Rights Act 1996**, protects workers from detriment or dismissal if they report wrongdoing—like crimes, health risks, or environmental damage—in the public interest. Eligible “workers” (including employees and trainees) must report through proper channels for protection

If you have information that you believe shows any of the following, please raise your concern immediately with the Project Manager.

By law there are several qualifying disclosure. These are:

- A criminal offence was committed, is being or is likely to be committed
- A person has or is or is likely to fail to comply with a legal obligation
- A miscarriage of justice has occurred or is or is likely to occur
- The health and safety of any individual has been or is being or is likely to be endangered
- Sexual harassment
- The environment has been, is being or is likely to be damaged
- That information tending to show any matter falling within any one of the above categories has been, is being, or is likely to be deliberately concealed

You can report one or more qualifying disclosures.

By law whistleblowers who make a disclosure about sexual harassment are protected from:

- Unfair dismissal
- Detriment ie: being treated worse than before or having their situation made worse. Examples of detriment could be experience of bullying or harassment, turning down training requests without good reasons, overlooked for promotions or development opportunities or reducing hours without good reasons.

Who do I approach if I have any queries about this policy?

Please raise any concerns with Project Manager.