|  |  |
| --- | --- |
|  | **Whistleblowing** |
| |  | | --- | | Agreed by on  Date for next check: | | |
| C:\Users\Barod laptop\AppData\Local\Microsoft\Windows\INetCache\Content.Word\Speak_Up-3.jpg | Whistleblowing means speaking up when you see or think you see something that is wrong. |

|  |  |
| --- | --- |
| C:\Users\Barod laptop\AppData\Local\Microsoft\Windows\INetCache\Content.Word\Policy (1).jpg | We have a whistleblowing policy so you can |
| C:\Users\Barod laptop\Google Drive\work\photosymbols\Advice1.jpg | * go to someone independent to ask advice |
|  | * go to the Co-Chairs, not just your line manager |
|  | We want people to speak up if they see something that is wrong. |
| C:\Users\Barod laptop\AppData\Local\Microsoft\Windows\INetCache\Content.Word\Policy (1).jpg | You will not be in trouble for speaking up as long as you follow this procedure. |
|  | We will make sure no-one is allowed to treat you badly because you spoke up. |
|  | But if you deliberately lie to get someone into trouble, we will take action against you. |
|  | We will not do this if you made a mistake or misunderstood the situation. |

|  |  |
| --- | --- |
|  | If you want to speak up about something wrong that has been done to you, please use: |
|  | * complaints for members |
|  | * grievance for staff |
|  | * harassment procedure |

|  |  |
| --- | --- |
|  | **Whistleblowing procedure** |
|  | You may go to any of these groups for independent advice at any time |
|  | * ACAS, Public Concern at Work or another helpline for people who want to whistleblow. |
|  | * The Police, if a crime has been committed |
|  | * WCVA |
|  | * any solicitor or law firm |
|  | **Whistleblowing** |
|  | You may officially tell either of these people about your worries and ask them to investigate: |
|  | * + Co-Chairs of the Board |
|  | * + Senior staff member |

|  |  |
| --- | --- |
|  | They will: |
|  | * listen to you |
|  | * write down what you say |
|  | * investigate (without saying it was you who told them about the problem) |
|  | * tell you what they have decided to do |
|  | If your worry is about **health and safety**, you can go to the Health and Safety Executive. |
|  | If your worry is about the **safety of vulnerable adults**, you can tell anyone named on the local council’s Safeguarding policy. |
|  | If you do not think we have taken your worries seriously, you may follow advice officially given by ACAS or a legal firm. |

|  |  |
| --- | --- |
|  | **Remember** |
|  | If you use this procedure, we will not treat you badly and we will not let anyone else treat you badly for speaking up. |