

# Whistleblowing and Raising Concerns Policy

Policy Management	
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Signed:	Date:

## 1. Purpose

We are committed to a culture where concerns can be raised without fear. This policy supports staff and volunteers to report wrongdoing safely and confidently.

## 2. What is Whistleblowing?

Raising a genuine concern about:

- The safety of a child, young person, adult or colleague
- Poor care or abusive practice
- Misuse of funds or dishonesty
- Breaches of confidentiality
- Health and safety risks
- Criminal behaviour

## 3. How to Raise a Concern

You can report concerns to:



- The Manager
- The Local Authority Designated Officer (LADO)

All concerns will be taken seriously, even if raised anonymously.

#### **4. Protection from Retaliation**

You will not be treated unfairly for raising a genuine concern. Bee-Able CIC does not tolerate victimisation or bullying of whistleblowers.

#### **5. Confidentiality**

Reports will be handled sensitively and only shared on a need-to-know basis.

#### **6. Unfounded or Malicious Allegations**

False concerns made deliberately and maliciously may result in disciplinary action.

#### **7. Learning from Concerns**

All substantiated concerns will lead to reviews of practice, policy and/or training.

#### **8. Monitoring and Review**

We will review our practices regularly and this policy every year to make sure it stays relevant and effective.