

Whistleblowing and Raising Concerns Policy

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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.