

# **Whistleblowing Policy**

Last review date: August 2025

Next review date: August 2026

## **Introduction**

We are committed to conducting our charity with honesty and integrity and we expect all staff to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.

This policy covers all employees, officers, volunteers, contractors, casual workers and agency workers.

How to raise a concern

We hope that in many cases you will be able to raise any concerns with your line manager. However, where you prefer not to raise it with a manager for any reason, you should contact the Whistleblowing Officer. Details are at the end of this policy.

We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

## **Confidentiality**

We hope that staff will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

## **External disclosures**

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally. The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. Protect operates a confidential helpline. Their contact details are at the end of this policy.

## **Protection and support for whistleblowers**

We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the Whistleblowing Officer immediately.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct, you may be subject to disciplinary action. In some cases, the whistleblower could have a right to sue you personally for compensation in an employment tribunal.

However, if we conclude that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.

## **Protect**

Protect, an independent whistleblowing charity, operates a confidential helpline. If you feel that you cannot raise your concerns with a manager, the Whistleblowing Officer or the Chief Executive, they can provide free expert advice to whistleblowers, help you decide how best to raise your concern, advise you on what protection you are entitled to and what you can do if things go wrong.

## **Contacts**

Anne Fry

Email: [anne.fry@edne.org.uk](mailto:anne.fry@edne.org.uk) Or

Chair of Trustees

To be sent by post c/o EDNE and marked "Strictly private and confidential".

Protect

Helpline: 0203 117 2520

E-mail: [whistle@pcaw.co.uk](mailto:whistle@pcaw.co.uk)

Website: [www.pcaw.co.uk](http://www.pcaw.co.uk)