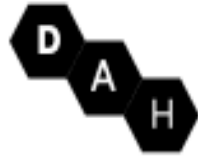




Version : 1	Date : December 2022
Whistle Blowers Policy	Chief Executive Officer
Reviewed	December 2025
Frequency of review	This policy must be reviewed every 3 years or as deemed necessary
Next Review Date	December 2028
File Location	BOT – Policy
Signed	G Day

Summary

The Whistle-blowers Policy protects employees who disclose concerns about wrongdoing within the organisation, such as criminal offences, legal breaches, miscarriages of justice, health and safety risks, environmental damage, or the concealment of such issues. These disclosures, known as “qualifying disclosures,” must be made in the public interest and can relate to past, present, or future incidents. Under the Employment Rights Act 1996, workers who make such disclosures in good faith are legally protected from dismissal or detrimental treatment. Employees are encouraged to report concerns confidentially to a Director, and if unsatisfied, to



escalate the matter to the relevant authority. Any bullying, harassment, or retaliation against whistle-blowers will result in disciplinary action.

INTRODUCTION

Under certain circumstances, employees are protected from suffering any detriment or termination of employment if they make disclosures about organisations for whom they work.

QUALIFYING DISCLOSURES

Certain disclosures are prescribed by law as “qualifying disclosures”. A “qualifying disclosure” means a disclosure of information that the employee genuinely and reasonably believes is in the public interest and shows that the Charity has committed a “relevant failure” by:

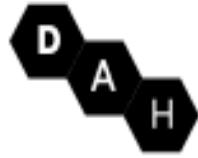
- a) committing a criminal offence;
- b) failing to comply with a legal obligation;
- c) a miscarriage of justice;
- d) endangering the health and safety of an individual;
- e) environmental damage; or
- f) concealing any information relating to the above.

These acts can be in the past, present, or future, so that, for example, a disclosure qualifies if it relates to environmental damage that has happened, is happening, or is likely to happen. The Charity will take any concerns that you may raise relating to the above matters very seriously.

The Employment Rights Act 1996 provides protection for workers who ‘blow the whistle’ where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur. The disclosure has to be “in the public interest”. We encourage you to use the procedure to raise any such concerns.

THE PROCEDURE

In the first instance you should report any concerns you may have to a Director who will treat the matter with complete confidence. If you are not satisfied with the explanation or reason



**DISABILITY
ACTION
HARINGEY**

given to you, you should raise the matter with the appropriate official organisation or regulatory body.

TREATMENT BY OTHERS

Bullying, harassment, or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable. Anyone found to have acted in such a manner will be subject to disciplinary action.

Next Review Date : December 2028