

# WheelPower

## Whistleblowing Policy

## What is Whistleblowing?

Whistleblowing encourages and enables employees to raise serious concerns within the organisation rather than overlooking a problem or 'blowing the whistle' outside.

Employees and volunteers are often the first to realise that there is something seriously wrong within the organisation. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleagues or to the organisation.

## WheelPower commitment

WheelPower is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees, volunteers and others that we deal with, who have serious concerns about any aspect of the organisations work to come forward and voice those concerns.

## Who does this policy apply to?

The policy applies to employees, contracted staff, consultants, temporary, agency staff and volunteers. It also covers suppliers and those providing services under a contract with the organisation.

## Policy aims

- Provide avenues for you to raise concerns in confidence and received feedback on any action taken
- Ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied
- Reassure that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith

## What type of concerns are covered?

- Conduct which is an offence or breach of the law
- Disclosure related to miscarriages of justice
- Health and safety risks, including risks to the public as well as employees
- Damage to the environment
- The unauthorised use of public funds
- Possible fraud and corruption
- Sexual or physical abuse of clients
- Other unethical conduct

N.B. Other procedures are available to employees e.g. The Grievance Policy which relates to complaints about your own employment. This policy does not replace other complaints procedure which are for public use.

## Safeguards

WheelPower recognise that the decision to report a concern can be difficult one to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer and those for whom you provide a service.

WheelPower will not tolerate any harassment or victimisation and will take appropriate action to protect you when you raise a concern in good faith.

## Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

The policy encourages you however to put your name to your concern whenever possible. Please note that you:

- Must disclose the information in good faith
- Must believe it to be substantially true
- Must not act maliciously or make false allegations
- Must not seek any personal gain

## How do you raise your concern?

As the first step, you should normally raise concerns either verbally or in writing with your immediate line manager or supervisor. This may depend, however on the seriousness and sensitivity of the issue involved and who is suspected of malpractice. For example, if you believe that management is involved you should approach a more senior level of management, the Chief Executive or the Chairman.

Finance allegations require that the Finance Manager will be notified of all financial or accounting irregularities or suspected irregularities.