

## Whistleblowing Policy

### 1. **Policy Statement**

Bradmore Green Community Hub CIC is committed to maintaining high standards of integrity, transparency, and accountability. We encourage staff, volunteers, and others working on behalf of the Hub to raise concerns about wrongdoing, unsafe practice, or poor conduct without fear of reprisal. Whistleblowing is an important part of safeguarding children, young people, vulnerable adults, and the wider community.

### 2. **Scope**

This policy applies to all staff, volunteers, freelancers, facilitators, tutors, contractors, and Directors. It relates to concerns connected to the activities or operation of Bradmore Green Community Hub CIC.

### 3. **What Is Whistleblowing**

Whistleblowing is the act of reporting concerns about serious wrongdoing or unsafe practice. This may include safeguarding concerns, abuse or neglect, criminal activity, health and safety risks, breaches of policy or legal obligations, misuse of funds, discrimination, harassment, or unethical behaviour. This policy does not replace the complaints or grievance procedures.

### 4. **Safeguards for Whistleblowers**

Bradmore Green Community Hub CIC is committed to ensuring that concerns can be raised in confidence and that individuals are not victimised, discriminated against, or disadvantaged for raising a genuine concern. Any retaliation against a whistleblower will be treated as a serious matter and may result in disciplinary action.

### 5. **How to Raise a Concern**

Concerns should be raised as soon as possible and may be reported in person, by email, or in writing. Concerns should normally be raised with the Director or Designated Safeguarding Lead. Where this is not appropriate, concerns may be raised with another Director. Concerns



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may be raised anonymously, although this may limit the ability to investigate fully.

### **6. What Happens Next**

All concerns will be taken seriously. Once a concern is raised, it will be acknowledged as soon as possible, assessed, and appropriate action will be decided. Where necessary, the concern will be referred to external agencies. The whistleblower will be informed of the outcome where appropriate and possible.

### **7. Confidentiality**

All whistleblowing concerns will be handled sensitively and confidentially. Information will be shared only on a need-to-know basis and in line with data protection legislation.

### **8. Safeguarding and External Reporting**

If a whistleblowing concern relates to safeguarding, it will be managed in line with the Safeguarding Policy and Procedures. Referrals may be made to local authority safeguarding teams, the police, or other relevant bodies. Individuals may also raise concerns directly with external organisations such as safeguarding authorities, the police, or relevant regulators.

### **9. Malicious or False Allegations**

Concerns raised in good faith will be supported, even if they are not substantiated. Malicious or deliberately false allegations may result in disciplinary action.

### **10. Monitoring and Review**

This policy will be reviewed annually, following changes in legislation or guidance, or after any significant whistleblowing or safeguarding incident.

Date: September 2025

Next review date: September 2026

Approved by: Stacey Humphrey



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