



Connections

Whistle Blowing Policy Policy 1.0

Version	Date	Author	Comments
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Whistleblowing:

Whistleblowing refers to the act of reporting concerns about the safety, well-being, or rights of individuals, especially vulnerable groups such as children or adults with disabilities. In the context of safeguarding, whistleblowing is an important mechanism to ensure accountability, prevent harm, and promote a culture of transparency and responsibility within Connections services.

Purpose:

Connections Neuro-Services is committed to fostering an environment of transparency, integrity, and accountability. We encourage all practitioners, volunteers, students, contractors, and clients/service-users to report any concerns they may have regarding malpractice, misconduct, unethical behaviour, or violations of laws and regulations within our services. This policy outlines the procedure for reporting such concerns.

Scope:

This policy applies to all individuals engaged with Connections, including practitioners, volunteers, students, contractors, and other stakeholders.

What Should Be Reported:

We encourage the reporting of any of the following:

- Criminal activity or illegal conduct.
- Unethical or dishonest behaviour.
- Breach of trust, including fraud or corruption.
- Misuse of resources or confidential information.
- Health and safety violations.
- Discrimination, harassment, or any form of unethical treatment.
- Any other conduct that may harm the reputation of Connections Neuro-Services or the well-being of our clients/service-users.

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How to Report:

Concerns may be raised through the following channels:

1. **Speaking to another practitioner:** Since Connections practitioners work as sole-traders and not as employees, there is no hierarchy of management/line manager system in place. However, since there are three practitioners, the recommended procedure of reporting would be to one of the other Connections practitioners.
2. **External Reporting:** If an individual feels uncomfortable reporting internally, they may contact an external authority or a relevant regulatory body, depending on the nature of the concern.

Confidentiality:

Connections Neuro-Services values confidentiality and will take all reasonable measures to protect the identity of those making reports. While absolute anonymity cannot be guaranteed, we will make every effort to protect the privacy of individuals reporting concerns.

No Retaliation:



Retaliation against any individual for reporting concerns in good faith will not be tolerated. Any form of retaliation will be treated as a serious violation of this policy and may lead to further action.

Investigation:

Once a report is received, it will be thoroughly investigated in a timely and impartial manner. Appropriate action will be taken based on the findings of the investigation. Feedback will be provided to the reporting individual where appropriate, respecting the confidentiality of all parties involved.

Conclusion:

At Connections, we strive to create a culture of honesty, respect, and trust. We encourage all individuals to speak up if they witness any behaviour or actions that contradict these values.

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