

Flip The Script YOUTH CIC

WHISTLEBLOWING POLICY

Document:	WHISTLEBLOWING POLICY
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1. PURPOSE

This policy encourages staff and volunteers to raise concerns about safeguarding or organisational practices without fear of reprisal. Whistleblowing is speaking up about genuine concerns.

2. WHAT TO REPORT

You should report concerns about:

- Safeguarding practices that put children at risk
- Failure to follow safeguarding policies
- Concerning behaviour by colleagues
- Covering up of wrongdoing
- Financial irregularities
- Breach of legal obligations
- Dangers to health and safety

3. HOW TO RAISE A CONCERN

Step 1: Speak to your line manager or the DSL

Step 2: If concern is about DSL or not resolved, speak to Board Safeguarding Lead

Step 3: Contact NSPCC Whistleblowing Helpline: 0800 028 0285

Step 4: For wider organisational concerns, contact Charity Commission or relevant regulator



4. PROTECTION

Flip The Script Youth CIC will:

- Take all concerns seriously
- Investigate appropriately
- Protect whistleblowers from victimisation or dismissal
- Maintain confidentiality where possible
- Provide feedback on outcomes

5. MALICIOUS ALLEGATIONS

Deliberately false or malicious allegations may result in disciplinary action. However, genuine concerns raised in good faith will always be protected, even if later found to be mistaken.

KEY CONTACT INFORMATION

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