



Whistleblowing Policy

Whistleblowing is the process of raising concerns about wrongdoing in the workplace. Anyone who works for our company can raise such concerns through our whistleblowing procedure.

We are all responsible for the safety and the wellbeing of the people we support, and it is up to us to do the right thing, if something does not feel right or does not fit with our values.

Our whistleblowing policy and procedure provide a clear understanding of how to make a disclosure and what to do if you have reasonable grounds to believe illegal, immoral, irregular, dangerous, or unethical activity is occurring.

Examples of issues that can be raised through our whistleblowing procedure include:

- A criminal offence.
- Abuse of the people we support.
- Health and safety risks.
- Unsafe care or treatment.
- Damage to the environment.
- Unauthorised use of company funds.
- Fraud and corruption.
- Attempts to cover up any of the above.

It is our Policy to:

- Conduct business to the highest possible standards and always comply with the law and our company policies and values.
- Have a procedure for employees to raise concerns about wrongdoing, i.e. to 'whistle blow'.
- Make sure that employees know about our whistle blowing policy and procedure.
- Have a clear point of contact within the organisation for employees disclose concerns.
- As far as possible, protect the confidentiality of those employees raising concerns.
- Protect employees disclosing concerns about wrongdoing from victimisation.
- Listen to those who raise concerns.
- Thoroughly investigate whistleblowing disclosures.
- Take appropriate action in a timely manner.
- Provide feedback to those raising concerns.