



SLACC-tt Whistleblowing policy (Charity numbers 1139474 and CIO 1202875)

Date created	Updated and agreed	Next review
April 2020	October 2023	August 2025

Introduction: what is whistleblowing?

Whistleblowing is any disclosure of wrong-doing made in the belief that doing so is in the public interest. The Public Interest Disclosure Act 1998 and the Employment Rights Act 1996 provide protection for employees from detrimental treatment as a result of them raising their employer's, or a third party's, irregular activity or malpractice. If an employee does suffer detrimental treatment because they blew the whistle, they can complain to the Employment Tribunal and seek compensation for the loss suffered.

SLACC-tt does not have employees. However, it does offer contract work to self-employed people, usually for short term projects. It also has volunteers and members. The intention is that all concerned should feel able to raise any concerns they may have, without any unpleasantness or repercussions.

The need for a policy

Having a whistleblowing policy in place communicates that SLACC-tt takes any wrongdoing very seriously and is committed to identifying and remedying it. A clear whistleblowing policy encourages a culture where wrongdoing can be addressed quickly.

What concerns are covered by this policy?

A criminal offence that has, is being, or is likely to be committed; unauthorised or inappropriate disclosure, misuse or loss of confidential, personal and / or sensitive information; a miscarriage of justice; risk or damage to the environment; a danger to the health and safety of anyone involved; attempts to suppress or hide information relating to wrongdoing.

How it will work in practice

A member of the waste into wellbeing oversight group, and a SLACC trustee, will act as the point of contact for raising concerns. If concerns relate to either of these people, concerns may be raised with the other, or with the chair of trustees. The concern can be about an

incident that happened in the past, is happening now or that you believe is likely in the future.

Anyone involved may raise concerns, provide that they hold a reasonable belief that the information is true. It is possible for you to raise your claim in confidence if you wish to do so.

Whistleblowing does not cover concerns where there is no public interest element such as a concern about interpersonal behaviour. However, please raise any such concerns with the people identified above.

The policy will be reviewed every two years by the trustees.