

WHISTLEBLOWING POLICY

1. Policy

We are committed to conducting our business with honesty and integrity and we expect all staff to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.

This policy covers all employees, officers, consultants, contractors, trustees, volunteers, interns, casual workers, and agency workers.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

1. What is whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment, sexual harassment and any breach of legal or professional obligations.

2. How to raise a concern

We hope that in many cases you will be able to raise any concerns with your manager. However, where you prefer not to raise it with your manager for any reason, you should contact the CEO or Chairperson contact details are at the end of this policy.

We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

3. Confidentiality

We hope that you will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

4. External disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating, and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. Public Concern at Work operates a confidential helpline. Their contact details are at the end of this policy.

If the matter is of extreme concern or is not a concern which can be raised internally within Age UK Croydon it can be raised with the Chief Executive of Age UK, their contact details are at the end of this policy. Alternatively, a concern can be raised with the Charity Commission, www.charitycommission.gov.uk.

5. Protection and support for whistleblowers

We aim to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform CEO or Chairperson immediately. If the matter is not remedied, you should raise it formally using our Grievance Procedure.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct, you may be subject to disciplinary action. In some cases, the whistleblower could have a right to sue you personally for compensation in an employment tribunal.

However, if we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may be subject to disciplinary action.

Protect operates a confidential helpline. Their contact details are at the end of this policy.

CEO	Name: Sanjay Gulati Email: Sanjay.Gulati@ageukcroydon.org.uk
Chairperson	Brenda Scanlan Email: Brenda.Scanlan@ageukcroydon.org.uk
Protect (independent Whistleblowing Charity)	Helpline: 0203 117 2520 Website: https://protect-advice.org.uk
Charity Commission	www.charitycommission.gov
Age UK National	Chief Executive Age UK, Tavis House, 1-6 Tavistock Square, London, WC1 9NA
Date this policy came into effect	15 th November 2022
Next Review Date	15 th November 2023
Reviewed:	17 th October 2023

Next Review Date:	November 2024 Reviewed April 2025
Next Review	April 2026
Revieqed	June 2026 Next Review: June 2027
Name or position of person responsible for this policy	Name: Rosaleen Liard Title: Director of HR & Governance Email: Rosaleen.Liard@ageukcroydon.org.uk
Other related policies	Alleged Abuse & Adults at Risk Confidentiality Employment Data Protection policy Grievance policy Disciplinary policy
Relevant legislation	Data Protection Act 1998 Employment Rights Act 1996 and amendments Public Interest Disclosure Act 1998
Useful information	Protect - Speak up stop harm - Protect - Speak up stop harm (protectadvice.org.uk) Potential relevance to Organisation Business and Action plan if an allegation refers to an organisational issue around delivery or ethos.

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