



## Whistleblowing Policy

Impact Thame is committed to maintaining the highest standards of openness, integrity, and accountability in all our activities. This whistleblowing policy aims to encourage trustees, volunteers, and others associated with our charity to report any serious concerns they may have about any aspect of the charity's work.

### Scope of policy

This policy covers whistleblowing, which is the reporting of suspected wrongdoing or dangers in relation to our activities. This may include:

- Criminal offenses
- Failure to comply with legal obligations
- Dangers to health and safety
- Damage to the environment
- Financial misconduct or impropriety
- Safeguarding concerns related to children
- Attempts to conceal any of the above

### How to raise a concern

Concerns should be raised with a trustee in the first instance. If you feel unable to raise the matter with them, contact our Safeguarding Officer.

You may raise your concern verbally or in writing. Written concerns should include:

- Background and history of the concern
- Relevant dates
- Reasons for the concern
- You may remain anonymous, but providing your name will make it easier for us to investigate and provide feedback.

### How we will respond

- We will acknowledge receipt of your concern within 7 working days.
- We will investigate all concerns promptly and fairly
- We may need to meet with you to gather further information
- We aim to keep you informed of the progress of the investigation and its likely timescale
- We cannot guarantee the outcome you seek

### Confidentiality and protection

- We will treat all disclosures in a confidential and sensitive manner.
- We will not tolerate any harassment or victimization of a whistleblower and will take appropriate action to protect individuals who raise a concern in good faith.



- If you are not satisfied with how your concern has been handled, you may raise it with an appropriate external body, such as the Charity Commission for England and Wales.

### False allegations

Individuals who make false allegations maliciously may be subject to disciplinary action.

By implementing this policy, Impact Thame aims to create an environment where individuals feel empowered to raise genuine concerns without fear of reprisals, in the knowledge that they will be taken seriously and that matters will be investigated appropriately and regarded as confidential.

We are committed to reviewing our policy and good practice annually. This policy was last reviewed on 31<sup>st</sup> January 2025

Signed: .....

Date: .....