



# Rise & Regulate

## RISE AND REGULATE - WHISTLEBLOWING POLICY

### Purpose

Rise and Regulate is committed to the highest standards of openness, integrity and accountability. Staff, volunteers, contractors and partners are encouraged to raise concerns regarding malpractice, wrongdoing or safeguarding concerns.

### What Should Be Reported?

- Safeguarding concerns
- Abuse or neglect
- Criminal activity
- Fraud or financial misconduct
- Health and safety breaches
- Discrimination or harassment
- Breaches of policy or professional standards

### Reporting a Concern

Concerns should be reported to Danny Collins, Director & Safeguarding Lead.

### Protection for Whistleblowers

Individuals raising genuine concerns in good faith will be protected from victimisation or disadvantage.

### Investigation Process

All concerns will be acknowledged, investigated appropriately and managed confidentially where possible.

### False Allegations

Knowingly false or malicious allegations may result in disciplinary action.

### Monitoring & Review

This policy will be reviewed annually.

Approved By: Danny Collins

Role: Director & Safeguarding Lead

Review Date: May 2027