Balogun Bassey
Community Interest Company

Balogun Bassey CIC - Whistleblowing Policy

1. Introduction

Balogun Bassey CIC is committed to the highest standards of integrity, accountability, and safeguarding. We encourage a culture where staff, volunteers, and others feel confident to raise concerns about malpractice, wrongdoing, or safeguarding issues without fear of retaliation.

This policy complies with the **Public Interest Disclosure Act 1998 (PIDA)**, which protects whistleblowers from unfair treatment or dismissal when raising concerns in the public interest.

2. What is Whistleblowing?

Whistleblowing is the act of reporting suspected wrongdoing or dangers in the workplace, particularly when it is in the public interest. This may include:

- A criminal offence (e.g., fraud, abuse, or corruption).
- A safeguarding concern, particularly regarding children or vulnerable adults.
- A breach of legal obligation.
- A miscarriage of justice.
- Health and safety risks, including risks to the public.
- Environmental damage.
- Covering up wrongdoing in any of the above areas.

This policy **does not** cover personal grievances (e.g., disputes about pay or workload), which should be addressed through our **grievance procedure**.

3. How to Raise a Concern

If you have a concern, you should raise it as soon as possible. You can do this:

- **Informally:** By speaking to your line manager or a senior staff member.
- **Formally:** By putting your concerns in writing to the **Designated Safeguarding Lead (DSL)** or a **Director**.

If your concern relates to senior management, or if you feel unable to report internally, you may raise your concern externally with:

- **Local Authority Safeguarding Board**
- **NSPCC Whistleblowing Advice Line** (0800 028 0285 or help@nspcc.org.uk)
- **Ofsted** (if the concern relates to childcare settings)

4. Confidentiality & Protection

We recognise that whistleblowers may wish to raise concerns confidentially. All concerns will be handled sensitively, and your identity will not be disclosed without your consent unless legally required.

You are **protected by law** under **PIDA 1998**, meaning:

- You cannot be dismissed, demoted, or treated unfairly for raising a genuine concern.
- If you suffer retaliation, you have the right to take legal action.

However, if you knowingly raise false allegations, disciplinary action may be taken.

5. Investigation & Outcome

- Once a concern is raised, an initial review will be conducted to assess whether further investigation is needed.
- If necessary, an internal or external investigation will be conducted, and relevant authorities may be informed.

- The whistleblower will be kept informed of progress and outcomes where appropriate.
- If wrongdoing is found, appropriate action will be taken, which may include disciplinary measures, reporting to regulators, or improving safeguarding processes.

6. Conclusion

Balogun Bassey CIC values openness and accountability. We encourage staff and volunteers to raise concerns in good faith and assure them that their concerns will be taken seriously.

If you are unsure whether to raise a concern, you can seek independent advice from **Protect (formerly Public Concern at Work) on 020 3117 2520 or www.protect-advice.org.uk**.

7. Policy Review and Approval

This policy has been approved by the Board of Directors and undergoes an annual review.

Last Review Date: 1 March 2026

Signed by:

Samiat Balogun
Director

Amy Meite
Director