

WORCESTERSHIRE PARENT AND CARERS' COMMUNITY (WPCC)

Whistleblowing Policy

Aims

This policy aims to

- Encourage you to question and act upon concerns;
- Provide avenues for you to raise those concerns and, where possible, receive feedback on any action taken;
- Reassure you that you will be protected from possible reprisals or victimisation if you have raised a concern in good faith.

WPCC recognises that it may be difficult to report a concern, not least because of the fear of reprisals. WPCC will not tolerate harassment or victimisation, and will take action to support and protect its employees and volunteers when they raise a concern in good faith.

WPCC will do its best to protect your identity when you raise a concern and do not want your name to be disclosed. However, you may have to make a statement as part of the investigation or be asked to come forward as a witness.

Concerns raised anonymously

You may choose to report your concern anonymously. WPCC would rather be told of real concerns, without your name, than not to be told at all. WPCC will decide whether or not to take further a concern expressed anonymously.

In exercising this discretion, we will take into account:

- The seriousness of the issues raised;
- The credibility of the concern; and
- Whether WPCC can find evidence to support the allegation.

Untrue Allegations

WPCC wishes to know about all concerns. If you raise a concern in good faith which is not confirmed upon investigation, no action will be taken against you. If, however, you raise a concern frivolously, maliciously or for personal gain, disciplinary action may be taken against you.

How to raise a concern

By telephone (07840 192342) or in writing to the Chair of Trustees at Worcestershire Parent and Carers' Community, c/o Crossroads, Weir Lane, Worcester, WR2 4AY

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