

WHISTLE BLOWING POLICY

Who this policy is for?

This policy is for people employed by, or volunteering with FSEG

It is the duty of any employee or volunteer to speak up about genuine concerns and the cover up of any of these in the workplace in relation to the following:

- criminal activity,
- breach of a legal obligation (including negligence, breach of contract, breach of administrative law),
- miscarriage of justice,
- danger to health and safety or the environment,
- safeguarding issues.

The above applies even if the information concerned is confidential.

Personal grievances (for example bullying, harassment, discrimination) are not covered by whistleblowing.

FSEG is committed to ensuring that any concerns of this nature will be taken seriously and investigated. A disclosure to FSEG will be protected if there is a reasonable suspicion that the malpractice has occurred, is occurring, or is likely to occur. Persons who raise concerns reasonably and responsibly will not be penalised in any way.

Guiding principles

To ensure that this policy is adhered to, and that the concern will be taken seriously, FSEG will:

- Not allow the person raising the concern to be victimised for doing so
- Treat victimisation of whistle blowers as a serious matter that may lead to disciplinary action, including possible dismissal.
- Not attempt to conceal evidence of poor or unacceptable practice
- Take disciplinary action if anyone destroys or conceals evidence of poor or unacceptable practice or misconduct

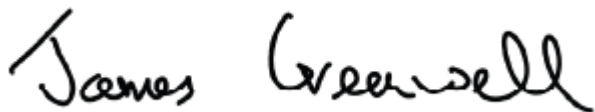
- Ensure confidentiality clauses in employment contracts do not restrict, forbid or penalise whistle blowing
- Liaise with the Charity Commission or any other organisation to whom the malpractice may have been or needs to be reported

Independent advice and further reading Further Information for charitable organisations can be found on the Charity Commission's website on: [Report serious wrongdoing at a charity as a worker or volunteer - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/report-serious-wrongdoing-at-a-charity-as-a-worker-or-volunteer)

Reviews

This policy and related procedure will be reviewed bi-annually.

Signature of chair:

A handwritten signature in black ink that reads "James Greenwell". The signature is written in a cursive style with a large initial 'J' and 'G'.

Date of signature/ratification of policy: 27th November 2025

Date next review is due: November 2027