

WHISTLEBLOWING POLICY

v1.0 (last updated Jun-25)

Introduction

Our charity is committed to maintaining the highest standards of openness, integrity, and accountability. This Whistleblowing Policy encourages all trustees, volunteers, representatives, and service users to report any concerns about wrongdoing, malpractice, or unethical behaviour within the organisation without fear of retaliation.

Purpose

The purpose of this policy is to provide a clear and confidential process for raising concerns about issues such as:

- Fraud or financial irregularities
- Breaches of legal or regulatory obligations
- Health and safety risks
- Safeguarding concerns
- Any other unethical or improper conduct

Raising a Concern

If you have a genuine concern about wrongdoing, you should raise it as soon as possible in writing. You can do this by contacting our Board of Trustees by email at info@sunshinecoastbreastfeedingsupport.com. When raising a concern, please provide as much detail as possible to enable a thorough investigation.

Confidentiality

We will treat all disclosures confidentially and will do everything possible to protect the identity of the whistleblower. However, in some cases, it may be necessary to disclose information to third parties (such as investigators or regulatory bodies) to properly address the concern.

Protection from Retaliation

The charity prohibits any form of retaliation or victimisation against anyone who raises a concern in good faith. Anyone found to be retaliating against a whistleblower may face disciplinary action.

Investigation

All concerns raised will be taken seriously and investigated promptly and thoroughly. The whistleblower will be informed about the progress and outcome of the investigation, where appropriate.

False Allegations

While the charity encourages genuine concerns to be raised, knowingly making false or malicious allegations is a serious matter and may result in disciplinary action.

Changes to This Policy

We may update this policy from time to time to ensure it remains appropriate. The latest version will always be published on our website and dated clearly at the top of the page.

How to Get in Touch With Us

If you have any questions about this Policy or how we handle your data, please contact us by email at info@sunshinecoastbreastfeedingsupport.com.