



Yesoid - 07942819976 - info@yesoid.co.uk

Whistleblowing Policy

1. Purpose

Yesoid is committed to the highest standards of transparency, integrity, and accountability. This policy provides a framework for staff, volunteers, and stakeholders to report concerns about wrongdoing, malpractice, or illegal activities within the charity without fear of reprisal.

2. Scope

This policy applies to all employees, trustees, volunteers, contractors, and anyone working on behalf of the charity. It covers concerns that may include, but are not limited to:

- Criminal activity
- Financial fraud or mismanagement
- Safeguarding concerns
- Health and safety risks
- Breaches of legal or regulatory requirements
- Harassment or discrimination
- Environmental damage
- Cover-ups of any of the above

3. Reporting a Concern

Anyone with concerns should report them as soon as possible. Reports can be made:

- To a line manager or supervisor
- To the designated Whistleblowing Officer Mr Yehuda Heller
- To a trustee or board member if concerns involve senior management

Concerns should be raised in writing where possible, detailing the nature of the issue, relevant facts, and any supporting evidence.

4. Confidentiality & Protection

- Reports will be treated **confidentially** and only shared with those necessary for investigation.
- Whistleblowers will be protected from victimisation or detrimental treatment.
- Anonymous reporting is allowed, but it may limit the ability to investigate fully.

5. Investigation Process

1. An acknowledgement of the report will be given within 5 working days.
2. A preliminary assessment will determine if further investigation is needed.
3. If required, an investigation will be conducted, maintaining confidentiality.
4. Findings and outcomes will be communicated to the whistleblower where appropriate.

6. Escalation & External Reporting

If concerns are not addressed internally, whistleblowers may escalate to relevant external bodies such as:

- Charity Commission
- Funders or regulatory authorities
- Health and Safety Executive (HSE)
- Information Commissioner's Office (ICO)

7. False Allegations

Deliberately false or malicious allegations may result in disciplinary action. However, those who raise genuine concerns, even if they turn out to be mistaken, will not face any negative consequences.

8. Review & Monitoring

This policy will be reviewed annually to ensure effectiveness and compliance with UK law.

Approved by: **Yesoid Board of Trustees**

Designated Whistleblowing Officer - Mr Yehuda Heller info@yesoid.co.uk

Date: **19/01/25**