

## Whistleblowing Policy

### 1. Purpose

The Brotherhood Charity is committed to the highest standards of honesty, integrity, and accountability. This policy provides a clear process for trustees, volunteers, staff, and others connected with the charity to raise concerns about wrongdoing or misconduct, without fear of reprisal.

### 2. Scope

This policy applies to:

- Trustees, volunteers, staff (if employed), and contractors.
- Beneficiaries, members of the public, or partner organisations who become aware of serious concerns.

Concerns may include (but are not limited to):

- Fraud, theft, or financial irregularity.
- Criminal activity.
- Safeguarding failures.
- Serious health and safety risks.
- Discrimination, harassment, or abuse of beneficiaries, staff, or volunteers.
- Breaches of charity law or serious governance failures.
- Attempts to conceal any of the above.

### 3. Principles

- All whistleblowing concerns will be taken seriously.
- Concerns will be investigated fairly, confidentially, and without bias.
- Individuals raising genuine concerns will not suffer discrimination, harassment, or retaliation, even if the concern is not upheld.
- Malicious or knowingly false allegations may be treated as misconduct.

### 4. How to Raise a Concern

Concerns should be raised as soon as possible, ideally in writing.

You can contact:

- **The Chair of Trustees** – [d.attersley@thebrotherhoodcharity.org.uk](mailto:d.attersley@thebrotherhoodcharity.org.uk)
- If the concern involves the Chair, contact **another named trustee** – [m.quinn@thebrotherhoodcharity.org.uk](mailto:m.quinn@thebrotherhoodcharity.org.uk)
- If you feel unable to raise the concern internally, you may contact the Charity Commission or another relevant regulator (e.g. police, safeguarding authority).

Concerns can be raised anonymously, but providing contact details may help the investigation.

## 5. Procedure

1. **Acknowledgement** – The concern will be acknowledged within **7 days**.
2. **Preliminary Assessment** – Trustees will decide if the concern should be investigated further.
3. **Investigation** – An impartial trustee panel or external investigator (if appropriate) will be appointed.
4. **Outcome** – A written response will be provided where possible, while respecting confidentiality.
5. **Action** – If the concern is upheld, appropriate measures will be taken (e.g. disciplinary action, reporting to authorities, policy changes).

## 6. Confidentiality

- Whistleblowers' identities will be protected as far as possible.
- Information will only be shared with those who need to know in order to investigate.

## 7. Protection

- No one who raises a genuine concern under this policy will be treated unfairly, dismissed, demoted, or otherwise victimised.
- Any retaliation against a whistleblower will be treated as a serious disciplinary matter.

## 8. External Reporting

If you feel your concern has not been properly addressed, or if the matter is urgent/serious, you may report directly to:

- **Charity Commission for England and Wales**
- **Fundraising Regulator** (if relating to fundraising practices)
- **Police or safeguarding authorities** (for criminal or welfare matters)

## 9. Review

This policy will be reviewed annually by trustees, or sooner if required.  
Next review date: **31 August 2026**

## Speak Up Safely – Whistleblowing Guide

*If you ever see something wrong at The Brotherhood Charity, we want you to speak up safely.*

*You will be listened to, treated with respect, and protected from any retaliation.*

### What can I report?

*Fraud, theft, safeguarding concerns, abuse, harassment, discrimination, criminal activity, serious risks to health and safety, or attempts to cover up wrongdoing.*

### Who can report?

*Trustees, volunteers, staff, beneficiaries, family members, partners, or members of the public.*

### How do I report?

*You can raise your concern confidentially by email:  
[d.attersley@thebrotherhoodcharity.org.uk](mailto:d.attersley@thebrotherhoodcharity.org.uk). If it involves the Chair, contact another trustee directly using [m.quinn@thebrotherhoodcharity.org.uk](mailto:m.quinn@thebrotherhoodcharity.org.uk)*

*If you don't feel safe raising it inside the charity, you can go directly to the Charity Commission, police, or safeguarding authorities.*

### What happens next?

*We will acknowledge your concern within 7 days, investigate fairly and confidentially, and update you on the outcome where possible.*

*Your Protection: No one who raises a genuine concern will ever be punished or treated unfairly for speaking up.*

*Retaliation against whistleblowers will not be tolerated. Remember: Speaking up protects veterans, serving personnel, families, and our whole community. Brotherhood means looking out for each other.*