

Whistleblowing Policy

Peter Bates Associates Ltd



Whistleblowing is when someone reports certain types of wrongdoing. It is usually related to a work or volunteering situation. The wrongdoing disclosed must be done in the public interest and affect others, for example, the public, customers or other workers. It is important that staff and Associates can report wrongdoing by staff of Peter Bates Associates Ltd, assured that they can do so under the protections of the law without fear of recrimination for whistleblowing that is in the public interest. You can raise your concern at any time about an incident that happened in the past, is happening now or you believe may happen in the future.

You are protected by law if you report any of the following concerns about Peter Bates Associates Ltd:

- A criminal offence such as fraud or if the organisation is breaking the law, such as by not carrying essential insurance cover
- People's health and safety is in danger, for example due to negligence, or failure to act including safeguarding.
- Risk or actual damage to the environment.
- A miscarriage of justice.
- You believe someone or more than one person is covering up wrongdoing.

Concerns that do not count as whistle blowing include personal grievances, harassment, bullying or discrimination unless your case is in the public interest.

You can tell a Director about your concern. If you do not want to report your concern to your employer, you can seek legal advice or report it to a relevant public body. These would be:

- Tell the Health and Safety Executive about a concern regarding health and safety
- Tell the Financial Conduct Authority about financial wrongdoing
- Tell the Environment Agency about environmental damage
- Tell the Police about people trafficking, child or adult abuse

If you go direct to the media you will not have legal protection under whistleblowing law.

You can raise the issue anonymously, although it is often hard to address if key information is missing. You can expect the matter to be taken seriously, recorded and acted upon as appropriate. If people are in imminent danger, then the Police, emergency services or other regulatory bodies will be notified. Options will include suspension, investigation and dismissal of a staff member or Associate.