

WHISTLEBLOWING POLICY

Introduction

1. CRESS UK (hereinafter referred to as "the Charity") is committed to maintaining the highest standards of integrity, transparency, and accountability in all its activities. This Whistleblowing Policy establishes a safe environment for individuals associated with the Charity to raise concerns about wrongdoing, malpractice, or any other improper activities that may harm the Charity, its beneficiaries, or the wider community.

Scope

2. This policy applies to all individuals associated with the Charity, including employees, volunteers, trustees, contractors, suppliers, and anyone engaged in activities on behalf of the Charity. It covers any concerns or disclosures related to fraud, corruption, financial misconduct, unethical behaviour, health and safety violations, discrimination, or any other illegal or unethical conduct.

Confidentiality and Protection

3. The Charity is committed to protecting individuals who make disclosures in good faith from any form of retaliation, victimisation, or detriment. Whistleblowers will be treated with respect, and their identities and concerns will be handled confidentially to the extent permitted by law. The Charity will take appropriate measures to ensure the protection of whistleblowers and will not tolerate any form of reprisal against those who report genuine concerns.

REPORTING PROCESS

Whistleblower Channels

4. The Charity encourages individuals to report concerns about wrongdoing through the following channels:

- a. **Internal Reporting:** Whistleblowers may report their concerns directly to their line manager, the designated Whistleblowing Officer, or any other senior member of staff within the Charity.
- b. **External Reporting:** If individuals feel uncomfortable reporting internally or believe their concerns have not been addressed adequately, they may report their concerns to external parties, such as regulatory authorities or professional bodies.

REPORTING PROCEDURES

5. When making a whistleblowing report, individuals should provide as much detail as possible, including the nature of the concern, any supporting evidence or witnesses, and the names of individuals involved, if known. Reports can be made verbally or in writing, and

anonymous reports will also be accepted. However, anonymous reports may limit the Charity's ability to fully investigate and address the concern.

Whistleblowing Officer

6. The Charity has appointed the Chair of the Trustees as the Whistleblowing Officer, who will be responsible for receiving and overseeing the handling of whistleblowing reports. The Whistleblowing Officer will ensure that all reports are thoroughly investigated, and appropriate action is taken in line with this policy.

Investigation and Response

7. All reports received will be treated with seriousness and fairness. The Charity will conduct a prompt and impartial investigation, ensuring confidentiality is maintained to the extent possible. Whistleblowers may be contacted for further information or clarification during the investigation process. Upon completion of the investigation, the Charity will take appropriate actions to address the concerns identified, which may include disciplinary measures, corrective actions, or referral to external authorities, where necessary.

Communication and Feedback

8. The Charity will provide feedback to whistleblowers regarding the progress and outcome of their reports, to the extent possible, without compromising confidentiality or the rights of other individuals involved. However, the Charity reserves the right not to disclose specific details if doing so may jeopardise the investigation or breach legal requirements.

Retention of Records

9. Records of whistleblowing reports, investigations, and actions taken will be retained securely in accordance with legal and regulatory requirements. Personal data collected during the whistleblowing process will be processed in compliance with applicable data protection laws.

Review and Monitoring

10. This Whistleblowing Policy will be reviewed periodically to ensure its effectiveness and compliance with relevant legislation. Any updates or amendments to the policy will be communicated to all individuals associated with the Charity.

11. For any questions, concerns, or reports related to whistleblowing, please contact the Charity's designated Whistleblowing Officer, the Chair of CRESS UK.

CONTACT DETAILS

This policy has been approved and authorised by the Trustees:

Name:	Jeremy Metcalfe OBE
Position:	Chair of the Trustees
Date:	29 June 2026
Signature:	
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Contact:	info@CRESSUK.org