



Heroes Centre LTD

Whistleblowing

POLICY

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POLICY CREATED BY MR. S. GHALIB

Whistleblowing Policy

At Heroes Centre Limited, we are committed to upholding the highest standards of integrity, ethics, and accountability. As part of this commitment, we recognise the importance of providing a safe and confidential environment for our employees, contractors, volunteers, and stakeholders to report any concerns regarding wrongdoing within our organisation. This Whistleblowing Policy outlines the procedures for reporting such concerns and the protections afforded to whistleblowers.

1. Definition of a Whistleblower:

A whistleblower is any individual who, in good faith, reports or discloses information about suspected wrongdoing within the organisation. Wrongdoing may include but is not limited to criminal offenses, health and safety violations, environmental risks, miscarriages of justice, breaches of legal obligations, or attempts to cover up wrongdoing.

2. Protected Disclosures:

Whistleblowers are protected by law when reporting any of the following types of wrongdoing:

- Criminal offenses, such as fraud.
- Risks to health and safety of individuals.
- Actual or potential harm to the environment.
- Miscarriages of justice.
- Violations of legal requirements, such as lack of appropriate insurance.
- Suspected attempts to conceal wrongdoing.

3. Reporting Procedures:

Whistleblowers are encouraged to report their concerns promptly. Reports can be made verbally or in writing and should include as much detail as possible about the alleged wrongdoing, including the date, time, location, and individuals involved.

Concerns should be reported to one of the following Designated Safeguarding Leads:

- Mr Idris Hanif
- Miss Sabina Hussain
- Mr Sohial Ghalib
- Mr David Smith
- Miss Gail Perkins

If the concern involves any of the Safeguarding Leads, it should be reported directly to Mr. Idris. If the concern involves Mr. Idris, it should be reported to Belinda Crowshaw (LADO) at 01922 652322.

4. Confidentiality and Anonymity:

Whistleblowers have the option to report concerns anonymously, although providing identifying information may facilitate investigation. Requests for confidentiality will be respected to the fullest extent possible, and efforts will be made to protect the whistleblower's identity.

5. Protection Against Retaliation:

Heroes Centre Limited prohibits retaliation against whistleblowers. Employees who report concerns in good faith will not be subjected to any form of reprisal, discrimination, harassment, or adverse employment consequences as a result of their disclosure.

6. Investigation and Follow-Up:

Upon receiving a whistleblower report, the organization will conduct a prompt, impartial, and thorough investigation. Whistleblowers will be kept informed of the progress and outcome of the investigation to the extent possible, considering the need to maintain confidentiality and protect the rights of all parties involved.

7. Non-Retaliation and Duty of Confidentiality:

All employees, contractors, volunteers, and stakeholders have a duty to cooperate with investigations into whistleblower reports and must refrain from retaliating against individuals who make such reports. Confidentiality must be maintained throughout the investigation process.

8. Review and Update:

This Whistleblowing Policy will be reviewed periodically and updated as necessary to ensure its effectiveness and compliance with legal and regulatory requirements.

Heroes Centre Limited is committed to fostering a culture of transparency, accountability, and ethical conduct. We encourage all employees and stakeholders to speak up if they have concerns about wrongdoing within the organization, knowing that they will be protected and supported throughout the process.