

Whistleblowing Policy

Secure Steps Support CIC

1. Purpose

This policy enables individuals to raise concerns about serious wrongdoing or unsafe practice without fear of retaliation.

2. What Can Be Raised

Concerns may include:

- Safeguarding failures
- Abuse or exploitation
- Financial misconduct
- Serious breaches of policy or law
- Unsafe or unethical practice

3. Who Can Raise Concerns

This policy applies to:

- Employees
- Volunteers
- Directors
- Contractors and associates

4. How to Raise a Concern

Concerns should be raised with:

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Concerns may be raised verbally or in writing.

5. Confidentiality and Protection

All concerns raised in good faith will be taken seriously and handled confidentially.