

THE GROVE TAVERN WHISTLEBLOWING POLICY

1. Introduction

The Grove Tavern is committed to operating legally, honestly, and in the best interests of the business, its staff, and its customers. We encourage all employees, contractors, and members of the public to report serious concerns as early as possible. This policy explains what should be reported and how to report it.

2. What Can Be Reported

Reportable Concerns

Criminal offences – fraud, bribery, or theft

Modern slavery – forced labour or human trafficking

Health and safety risks – risks to staff or customers

Environmental damage – illegal waste or pollution

Conflicts of interest – undeclared relationships

Financial misconduct – giving away drinks, undercharging, not using the till, misuse of discounts or tabs

Cover-ups of any of the above

Not Covered

Emergencies – call 999

Personal grievances – raise with management

Pay queries – contact Saj via Slack

Data protection – data.protection@grove-tavern.co.uk

Customer complaints – normal channels

Supplier queries – website contact form

3. How to Raise a Concern

Speak to your manager

Email: compliance@grove-tavern.co.uk

Online form via the Grove Tavern website

Reports will be treated confidentially. Anonymous reports are allowed.

4. Whistleblower Protection

Under the Public Interest Disclosure Act 1998, workers are protected if they raise genuine concerns in the public interest. You must have a reasonable belief that wrongdoing has occurred, is occurring, or may occur.

5. Duty to Report Concerns

All employees are required to report any suspected wrongdoing.

This includes giving away drinks, undercharging, not using the till, or any theft or revenue loss.

If you see this and do not report it, you may be treated as complicit.

Failure to report may result in disciplinary action.

6. Key Principles

Concerns can relate to past, present, or future issues.

Report as soon as possible.

All concerns will be investigated.

False or malicious reports may result in disciplinary action.