

# Whistleblowing Policy

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## 1. Purpose

This policy outlines the process for reporting concerns related to wrongdoing or malpractice within Dangle Rope Access or Dangle Academy. Whistleblowing is a vital part of our commitment to transparency, accountability, and ethical conduct.

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## 2. Scope

This policy applies to all employees, trainees, contractors, agency workers, suppliers, and volunteers working for or with Dangle Rope Access or Dangle Academy.

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## 3. What is Whistleblowing?

Whistleblowing refers to the act of reporting concerns about unethical, illegal, unsafe, or improper behaviour, including:

- Criminal offences or breaches of the law
  - Health and safety risks
  - Environmental damage
  - Discrimination, harassment, or bullying
  - Fraud or financial misconduct
  - Misuse of company resources
  - Attempts to conceal any of the above
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## 4. Our Commitment

We are committed to:

- Encouraging a culture where concerns can be raised without fear
  - Investigating all reports fairly and confidentially
  - Protecting whistleblowers from victimisation or retaliation
  - Taking appropriate corrective action when misconduct is confirmed
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## 5. How to Raise a Concern

You can report a concern through any of the following methods:

- Line Manager or Supervisor: In person or via email
- Whistleblowing Officer: [Insert Name & Contact Details]
- Anonymous Email Reporting: [Insert email e.g. report@dangleropeaccess.co.uk]
- External Reporting (if internal options are not viable): Contact the Health and Safety Executive (HSE), Protect (formerly Public Concern at Work), or another relevant regulator

You do not need to provide evidence or prove your concern — it is enough to raise it in good faith.

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## 6. Confidentiality and Protection

- Your identity will be protected where possible and kept confidential unless required by law
- We will not tolerate retaliation or victimisation against whistleblowers
- Any breach of this protection will result in disciplinary action

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## 7. False Allegations

Concerns made maliciously or in bad faith may lead to disciplinary action. Genuine concerns raised in good faith — even if mistaken — are fully protected.

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## 8. Investigation Process

1. Concern acknowledged within 5 working days
2. Preliminary assessment conducted
3. Full investigation if necessary
4. Feedback given to the whistleblower where appropriate
5. Actions taken documented and monitored

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## 9. Review and Monitoring

This policy will be reviewed annually and following any incident requiring review. Trends and issues (anonymised) may be monitored for organisational learning and compliance.

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## 10. Approval

Signed: 

Simon Dunn

Date: [25<sup>th</sup> March 2025]

Managing Director