



Whistleblowing

At Transition Stroud, it is vital that everyone who works for us maintains the highest standards of conduct, integrity and ethics, and complies with local legislation. If a volunteer, partner, consultant or contractor has any, we wish to encourage them to communicate these without fear of reprisals and in the knowledge that they will be protected from victimisation.

Malpractice includes (but is not limited to) the issues listed below:

- Financial wrongdoing including theft, bribery, fraud, money laundering and aid diversion
- A failure to comply with any legal obligations
- Sexual misconduct, including sexual abuse, harassment or exploitation (see Safeguarding Policy)
- Abuse or exploitation of children, vulnerable adults or beneficiaries (see Transition Stroud's Safeguarding Policy as above)
- Breach of our policy
- Abuse of position
- Danger to the health and safety of individuals or damage to the environment
- Improper conduct or unethical behaviour
- Activity which would bring the organisation into serious disrepute
- The deliberate concealment of information relating to any of the matters listed above

If you have a genuine concern and have a reasonable belief it is in the public interest, even if it is later discovered that you are mistaken, under this policy you will not be at risk of suffering any form of retribution as a result. This assurance will not be extended to an individual who maliciously raises a matter they know to be untrue or who is involved in any way in the malpractice. Those found to be making false allegations maliciously will have disciplinary action taken against them.

Reporting procedure

If you genuinely believe that the actions of someone who volunteers or works on behalf of Transition Stroud could lead to or has resulted in malpractice, please follow the procedure below.

1. Raise the matter with the appropriate Transition Stroud Director, who will consult with other Directors. If you feel that you are unable to raise the matter with them, and you are able to, raise it with the Transition Stroud Coordinator.
2. A decision will be made on whether it is appropriate to handle such complaints under this policy. Where not appropriate the complainant will be informed and their permission sought to divert the issue to a more appropriate procedure.
3. If an investigation is conducted, the outcome may involve taking disciplinary action if misconduct has been proved, which may include dismissal from a voluntary or freelance role. Transition Stroud may seek external support to conduct an investigation.

You will be notified once the matter has been resolved, but outcomes are subject to confidentiality and may not be communicated.

Transition Stroud will take appropriate action, which may end in dismissal, in accordance with the relevant procedure against any volunteer or freelancer who:

- Has been found to be victimising another individual for using this procedure, or deterring them from reporting genuine concerns under it.
- Made a disclosure maliciously that is known to be untrue or without reasonable grounds for believing that the information supplied was accurate.

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To be reviewed December 2026, or as needed by TS Council, whichever is the soonest.