



Whistleblowing policy

F4S ensures that, if anyone has concerns about things that happen at F4S, there is a safe, fair and effective procedure to enable these concerns to be raised. We, therefore, have a whistleblowing policy for members of the general public, service users and members of F4S and anyone involved with F4S.

Reporting concerns

If you become aware of bad practice, we encourage you to report your concerns to our Board member responsible for Whistleblowing (Whistleblowing Trustee), [Julian Palmer](#).

Examples of whistleblowing can include failure to uphold professional standards, danger to health and safety, possible criminal activity, or concern that a child or vulnerable adult is being put at risk.

F4S takes very seriously any form of misconduct and wants to help people to raise concerns at an early stage and in the right way. We would rather the matter was raised when it is just a concern than wait for proof.

As long as people are acting in good faith, it does not matter if they are mistaken. F4S will not tolerate harassment or victimisation of anyone raising a genuine concern.

F4S will not tolerate anyone raising a matter they know to be untrue, in order to create trouble or cause mischief to the organisation or to a particular person or people. If this happens, F4S will take appropriate action.

If F4S is asked to protect someone's identity we will not disclose it without their consent (unless required to do so by a court or the law).

F4S also has a [complaints procedure](#). Please ask your manager for details.

How to make contact and how concerns are dealt with Anyone wishing to raise a concern under this policy can use any of the following methods: speak to, email or write the Chair of the Board. Please say if you want to raise the matter privately so that they can make appropriate arrangements.



The Whistleblowing Board Member will provide you with information about the process. The Board will assess what action should be taken and confirm a response in writing.

F4S may not be able to tell you the precise action we take if this would involve F4S breaking the confidentiality of another person.

F4S will deal with all matters raised fairly and properly.