

Whistleblowing Policy Statement

The Trust is committed to following the law and aims to uphold the highest standards of ethical behaviour. However, we recognise that all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. If this happens, it is important that it is reported without delay.

Whistleblowing is the disclosure of suspected wrongdoing or dangers at work. A 'whistleblower' is a person who raises a genuine concern in the public interest. Whistleblowing concerns usually relate to the conduct of our employees, but they may sometimes relate to the actions of a third party, such as a customer, supplier or service provider.

To help the Trust prevent such situations occurring and to address them when they do occur it is important that whistleblowers are able to report any concerning activity freely and openly, have confidence that the issues raised will be investigated appropriately, and do not suffer any detrimental treatment as a result of raising a concern.

We hope that in many cases colleagues or other Trust stakeholders will be able to raise any concerns with their line manager, task manager or usual Trust contact or (in the case of employees) the Trust's Employee Relations team, either in person or in writing. They may be able to agree a way of resolving the concern quickly and effectively.

However, to cater for those occasions where a different approach is required, the Trust provides internal mechanisms through which whistleblowing concerns can be reported, as well as an independent external mechanism.

Although we hope that whistleblowers will feel able to voice their concerns openly (and we do not encourage whistleblowers to make disclosures anonymously, as this may make proper investigation more difficult), if a whistleblower wants to raise a concern confidentially the Trust will make every effort to keep their identity secret.

We will regularly raise awareness of our whistleblowing arrangements.

Further details on how to raise a whistleblowing concern and other support available to whistleblowers are set out below and are detailed in our Whistleblowing Standard.



David Orr CBE
Chair to the Board of Trustees



Campbell Robb
Chief Executive

November 2025

To report a concern to an independent, confidential whistleblowing referral provider you can contact AAB People by calling 0800 988 6818 (freephone), [online](#) or by emailing report@aabpeople.global. Concerns can also be reported to the Trust's Legal & Governance Director.

For independent guidance you can speak to whistleblowing charity Protect on 0203 117 2520 or visit <https://protect-advice.org.uk>

Employees who need support can contact the Trust's Employee Assistance Programme, a counselling and information service which is available 24 hours a day, 365 days a year. Contact details are available on Navigate (staff intranet) or from HR.

