

# Whistleblowing Policy



# Whistleblowing Policy for Lilac Alliance

## Policy Overview

This Whistleblowing Policy is designed to ensure that Lilac Alliance, Inc. (hereafter referred to as “the organisation”) complies with UK law and legislation related to whistleblowing. The policy aligns with the guidelines set by the Care Quality Commission (CQC) and the Office for Standards in Education (Ofsted). Whistleblowing is encouraged to promote a culture of openness, accountability, and transparency within the organization.

## What is Whistleblowing?

Whistleblowing is the act of reporting concerns or suspicions about wrongdoing, malpractice, or any form of harm that affects the safety and well-being of service users, staff, or the public. Whistleblowers are individuals who report such concerns, often in the interest of the greater public good.

## Complaints and Grievances

This policy distinguishes whistleblowing from general complaints and grievances. Whistleblowing pertains to the reporting of serious concerns about wrongdoing, whereas complaints and grievances are specific to personal or workplace disputes.

## Concerns about Immediate Risks to Children and Vulnerable Adults

If a whistleblower has concerns regarding immediate risks to children under the care of the organisation, these concerns must be reported promptly, and appropriate actions must be taken to safeguard the children and vulnerable adults involved.

## Scope

This policy applies to all employees, contractors, volunteers, and individuals associated with Lilac Alliance. It encompasses concerns related to the organization’s services, staff, management, or any other matter that falls under the public interest.

## Interest Disclosure

Whistleblowing at Lilac Alliance is considered a public interest disclosure, as it involves raising concerns in the broader public interest. This extends to matters that may not be directly related to the organisation but could impact the public at large.

## Protection

Lilac Alliance is committed to protecting whistleblowers from any form of retaliation, including discrimination, victimisation, or harassment. Whistleblowers who act in good faith and in the public interest will not be subjected to adverse consequences for their disclosures.

## Types of Whistleblowing Eligible for Protection

Protected disclosures include but are not limited to:

- Breaches of legal obligations.
- Financial misconduct.
- Unsafe working conditions.
- Abuse or neglect of service users.
- Discrimination or harassment.
- Criminal activities.

## Who’s Protected?

Protection under this policy is extended to all individuals who make a protected disclosure, including employees, contractors, volunteers, and agency workers.

## How to Blow the Whistle

Whistleblowers should report their concerns internally by following the organisation’s designated whistleblowing procedure. This includes identifying the issue, providing all relevant information, and ensuring that the report reaches the appropriate authority.

As a first step, employees should discuss their concerns with their line Manager. The whistle-blower can also use the following email address or telephone number to contact one of the Directors, who oversees whistleblowing.

Email: [whistleblowing@Lilac24.co.uk](mailto:whistleblowing@Lilac24.co.uk).

Telephone: **07518 409177**

Whistleblowing emails are checked by Vicky Simpson

Within 10 working days of a concern being received, the Company will write to the whistle-blower acknowledging:

- the concern has been received
- how it proposes to deal with the matter
- an estimate of how long it will take to provide a final response
- whether any initial enquiries have been made; and
- whether further investigations will take place, and if not, why not.

## Untrue allegations

- If an employee makes an untrue allegation in good faith, no action will be taken against that employee.
- If an employee knowingly makes untrue allegations, disciplinary action may be taken against that employee.

## Tribunals

- If an employee is dismissed for whistleblowing, they can go to an Employment Tribunal.
- If the tribunal decides the employee has been unfairly dismissed, it will order that they are:
- reinstated (get their job back)
- paid compensation

## Manager responsibilities

The Manager should:

- Put a copy of the whistleblowing policy and all the internal and external contact details on the notice board.
- Ask staff to acknowledge in writing that they have read and understood the whistleblowing policy.
- Check staff understanding of the whistleblowing policy every year.
- Discuss whistleblowing in staff meetings.

## How the matter can be taken further?

The procedure outlined above is intended to provide individuals with an avenue to raise concerns within the Company. However, if the whistle-blower decides to blow the whistle to a prescribed person or body, rather than the Company, the details of whom can be found in 'Blowing the whistle: list of prescribed people and bodies'.

'PROTECT' (Formerly known as Public Concern at Work (PCaW)) is the independent authority on public interest whistleblowing. Established as a charity in 1993 following a series of scandals and disasters, 'PROTECT' has played a leading role in putting whistleblowing on the governance agenda and in developing legislation in the UK and abroad. They are able to offer free advice to people with whistleblowing dilemmas.

If you are unsure whether to use this policy or you want confidential advice at any stage, you may contact 'PROTECT' who can talk you through your options and help you raise a concern. 'PROTECT' contact details are as follows:

- Telephone: Protect Advice Line: 020 7404 6609
- Email: Protect Advice line: [whistle@protect-advice.org.uk](mailto:whistle@protect-advice.org.uk)
- **Care Quality Commission**  
Citygate  
Gallowgate  
Newcastle upon Tyne  
NE1 4PA  
Tel: 03000 616161  
Email: [enquiries@cqc.org.uk](mailto:enquiries@cqc.org.uk)
- **Our freedom to speak guardian:** See details here: <https://freedomtospeak.co.uk/raising-a-concern/> Call: 0800 999 1331
- Email: [rachael@freedomtospeak.co.uk](mailto:rachael@freedomtospeak.co.uk)

## This policy is in compliance with the following UK legislation:

- Regulation 12: The protection of children standard.
- Guide to the protection of children standard.
- Regulation 32: Fitness of workers.
- Blowing the whistle to a prescribed person.
- Freedom to Speak Up An independent review into creating an open and honest reporting culture in the NHS Report 2015 Sir Robert Francis QC.
- Public Interest Disclosure Act 1998.
- Employment Rights Act 1996.
- the Mental Health Act 1983
- Public Interest Disclosure Act 1998 (PIDA)
- The Employment Rights Act 1996
- The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014

Lilac Alliance is committed to maintaining and updating this policy in accordance with any changes in legislation and best practices. All individuals associated with the organization are encouraged to familiarize themselves with this policy and to use it as a guide when raising concerns related to the organization's activities or services.

Policy completed 05/05/2023.

Policy review Date 05/05/2026