

Viney Hill Christian Adventure Centre
Whistleblowing Policy
 Approved by the Board of Trustees April 2026
 Next review April 2029

Policy Change Log

Section/Page	Change Summary	Reason for Change	Updated by / date	Approved by / date
All Sections	Updated policy	Improved to be Customer Facing	T Paragreen Business Manager 08.04.2026	Trustees 15.04.2026

Whistleblowing Policy

Our Commitment

Viney Hill Christian Adventure Centre is committed to honesty, integrity, accountability and safe practice in all areas of its work. We encourage workers to speak up about serious concerns. Raising concerns responsibly helps protect children, young people, staff, visitors, the charity, the wider public and supports a culture of openness, integrity and accountability.

Purpose

This policy explains how workers can raise serious concerns about wrongdoing or suspected wrongdoing connected with the Centre, and how those concerns will be taken seriously and handled appropriately. We want people to feel able to speak up where they believe something is wrong, unlawful, unsafe or unethical.

What is Whistleblowing?

Whistleblowing is when a worker raises a concern about serious wrongdoing, risk or malpractice that is in the public interest. This is different from a personal employment grievance. A grievance is usually about how someone has personally been treated at work. Whistleblowing is about concerns that affect others, the organisation or the public.

Concerns that may be raised under this policy

concerns may relate to something that has happened, is happening now, or is likely to happen in the future. A whistleblowing concern may include, but is not limited to, suspected:

- Criminal offences
- Failure to comply with a legal obligation
- Miscarriage of justice
- Risks to health and safety
- Environmental damage
- Bribery or corruption
- Deliberate concealment of any of the above

Who can raise the concern?

This policy applies to employees and is also intended to support others working with or for Viney Hill Christian Adventure Centre who may need to raise a serious concern.

How to raise a concern?

In the first instance, concerns may be raised in complete confidence with the **Chair of Trustees** or **Deputy Chair of Trustees**. Where possible, the concern should include:

- What has happened, or what is believed may happen
- Who is involved
- When and where it took place
- Any evidence or information available

Concerns should be raised as soon as possible so that appropriate action can be considered.

Raising a concern outside the organisation

If a concern is not satisfactorily addressed, or if it is not appropriate to raise it internally, it may be raised with an appropriate outside professional or recognised body, depending on the nature of the concern.

This may include for example:

- The Police
- The Health and Safety Executive
- The Environment Agency
- Social Services or another relevant safeguarding authority

Workers also have the right to raise concerns directly with an appropriate professional or recognised organisation or body.

Protection for whistleblowers

Viney Hill Christian Adventure Centre takes seriously any concern raised under whistleblowing legislation. No worker will suffer unfair treatment, detriment or dismissal for raising a genuine concern in good faith. We want people to feel safe to speak up.

Good Faith

Anyone raising a concern under this policy is expected to do so honestly and in good faith.

If a concern is raised maliciously, vexatiously or for personal gain, this may lead to disciplinary or other appropriate action.

Confidentiality

Concerns will be handled as sensitively and confidentially as possible. However, it may not always be possible to guarantee complete confidentiality where disclosure is necessary to allow proper investigation or where there is a legal obligation to share information.