

CREATIVE MAKERS CIC WHISTLEBLOWING POLICY

Policy Date: 01.01.2026

Review Date: 01.01.2027

Purpose

Creative Makers CIC is committed to maintaining the highest standards of safeguarding, transparency and accountability.

This Whistleblowing Policy enables staff and volunteers to raise concerns about wrongdoing or unsafe practice without fear of retaliation.

Scope

This policy applies to:

- Employees
- Volunteers
- Freelancers
- Directors
- Contractors

What is Whistleblowing?

Whistleblowing occurs when a worker reports concerns about wrongdoing within an organisation.

Concerns may include:

- Safeguarding failures
- Abuse or neglect of children
- Criminal offences
- Fraud or financial misconduct
- Breaches of legal obligations
- Health and safety risks
- Discrimination or harassment
- Attempts to conceal wrongdoing

Commitment

Creative Makers CIC will:

- Take all concerns seriously
- Investigate concerns promptly and fairly
- Protect whistleblowers from retaliation
- Maintain confidentiality where possible

Raising a Concern

Concerns should normally be reported to:

Rebecca Knee

Director – Creative Makers CIC

or

Jane Richards

Designated Safeguarding Lead

External Reporting

If concerns cannot be raised internally, individuals may contact:

NSPCC Whistleblowing Advice Line – 0800 028 0285

Local Authority Safeguarding Team

Ofsted

Protection for Whistleblowers

Creative Makers CIC will not tolerate victimisation of individuals who raise genuine concerns.

Whistleblowers acting in good faith will be protected.

Investigation Process

1. Concern recorded.
2. Initial assessment conducted.
3. Investigation initiated where appropriate.
4. Safeguarding authorities notified where required.

Confidentiality

Reports will be handled confidentially wherever possible, but information may be shared if required for safeguarding or legal reasons.

Policy Review

This policy will be reviewed annually or sooner if legislation changes.