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## Whistle Blowing for Staff and Volunteers

It is the intention of Independence Project to enable everyone who is involved to feel able to report any activity which is detrimental to the reputation and future of Independence Project.

Independence Project expect ALL staff and volunteers to speak to their Line Manager and provide any information if suspecting fraud or corruption.

If a staff member or volunteer feels they cannot speak with their Line Manager they should alert the directing manager.

Staff and volunteers MUST report any problems that they are within Independence Project.

All information and concerns will be treated seriously and in strict confidence.

If staff or volunteers feel that they need to report anything, please follow the grievance procedure.

**Reviewed Nov 2019**

