WHISTLEBLOWING STATEMENT

Whistleblowing

Endeavour is committed to conducting its activities with honesty and integrity, providing safe, high-quality services and maintaining a culture of openness and accountability. We encourage everyone working with or on behalf of Endeavour to speak up about concerns and feel confident that they will be listened to and supported.

What concerns can be raised?

Whistleblowing relates to concerns about wrongdoing that may affect others or the wider public interest. This may include:

- Criminal offences or breaches of legal obligations.
- Risks to the health and safety of individuals.
- Miscarriages of justice.
- Environmental damage.
- Sexual harassment.
- Deliberate concealment of any of the above.

Who can raise concerns?

Endeavour's Whistleblowing Policy applies to employees, casual workers, agency workers, volunteers, contractors and others working on behalf of the organisation.

How to raise a concern

Concerns should normally be raised with your line manager. Where this is not appropriate or you do not feel comfortable doing so, concerns can be raised with Endeavour's management team. Endeavour's Head of Operations (Hannah Shaw) can be contacted via hannah.shaw@endeavour.org.uk

Concerns can be raised in person, by telephone or in writing. Where possible, please provide details of the concern and any relevant background information.

How we respond

Endeavour takes concerns seriously and is committed to responding appropriately, consistently, fairly and professionally. Concerns will be considered and, where necessary, investigated, with appropriate action taken in response.

Endeavour supports individuals who raise genuine concerns, including where those concerns subsequently prove to be mistaken.

Independent advice and external reporting

Individuals can seek independent advice about whistleblowing from Protect, the UK's whistleblowing charity.

Concerns may also be reported to an appropriate prescribed person or regulatory body, depending on their nature. Further information is available on GOV.UK.

Other concerns

Individual employment grievances should normally be raised through Endeavour's internal Grievance Procedure. Complaints from parents, carers and other service users should be raised through Endeavour's Complaints Policy and Procedure. Safeguarding concerns should be reported through Endeavour's safeguarding arrangements.