Charitable Incorporated Organisation Name: SMILEZ (1187799)
Document Title: Whistleblowing Policy
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Policy Review Date: 15/04/2029

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1. Purpose

Smilez is committed to transparency, accountability, and ethical conduct.
This policy enables individuals to raise concerns about wrongdoing safely and without fear of retaliation.

2. Scope

Applies to:

- Trustees
- Volunteers
- Partners
- Members of the public

3. What Can Be Reported

- Fraud or financial misconduct
- Safeguarding concerns
- Breaches of law or policy
- Abuse of power
- Serious ethical concerns

4. Reporting a Concern

Concerns can be raised via:

- Email: info@smilez.org.uk
- Directly to a Trustee
- Anonymous reports will be accepted.

5. Protection for Whistleblowers

Smilez will:

- Treat all concerns confidentially
- Not tolerate retaliation
- Take concerns seriously

6. Investigation Process

- Concerns will be assessed promptly
- Investigations will be fair and proportionate
- Outcomes will be recorded

7. Escalation

If concerns are not addressed, individuals may contact:

- Charity Commission
- Relevant regulatory bodies

8. Policy Review

This policy will be reviewed every three years.