



ELEVATED UP CIC

Whistleblowing Policy

Policy	Whistleblowing Policy
Organisation	Elevated Up CIC, Unit 2 Winster Grove, Birmingham, West Midlands, B44 9EG (Company No. 16143711)
Version	1.0
Approved by	Board of Directors
Date approved	June 2026
Date of next review	June 2027
Policy owner	Board of Directors

1. Purpose

This policy encourages anyone working with Elevated Up CIC to speak up about serious wrongdoing without fear of being penalised. It is different from our complaints process, which deals with day-to-day concerns about our service.

2. What to raise

- Risks to the safety of children or adults at risk.
- Fraud, theft or misuse of funds.
- A criminal offence, or failure to meet a legal duty.
- Covering up any of the above.

3. How to raise a concern

Concerns should normally be raised with a Director. If the concern is about a Director, or you do not feel able to use the normal route, you can raise it with the Chair of the Board. Please give as much detail and evidence as you can.

4. Protection

Anyone who raises a genuine concern in good faith will be protected and will not suffer any detriment, even if they turn out to be mistaken. Malicious or knowingly false allegations may be treated as misconduct.

5. If you are not satisfied

If we do not deal with your concern properly, you can raise it with an external body, such as the relevant regulator, the Police, or the NSPCC for child safeguarding matters.

6. Review

This policy is reviewed every year.



Approval

Approved on behalf of the Board of Directors:

A handwritten signature in black ink, appearing to read 'Emma Hobbis', is written over a horizontal line.

Emma Hobbis

Director, Elevated Up CIC

Date approved: June 2026