66 Harris Avenue, Lowestoft NR32 4BD
M: 07477659906
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Whistleblowing Policy

Living with Mental Health CIC

1. Purpose

Living with Mental Health CIC is committed to the highest standards of openness, integrity, and accountability. This policy provides a clear process for raising concerns about wrongdoing, misconduct, or unsafe practices within the organisation. It aims to ensure that staff, volunteers, and stakeholders feel safe to report concerns without fear of victimisation or reprisal.

2. Scope

This policy applies to:

Staff, volunteers, trustees, contractors, and partners of Living with Mental Health CIC.

Anyone connected to the organisation who wishes to raise a concern about activities that may affect the wellbeing of individuals, the organisation, or the community.

Concerns may include (but are not limited to):

Criminal activity or suspected criminal activity.

Safeguarding concerns.

Breaches of legal or regulatory obligations.

Financial mismanagement, fraud, or corruption.

Health and safety risks.

Bullying, harassment, or discrimination.

Any behaviour that undermines our values or damages trust in the organisation.

3. Principles

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Protection: Whistleblowers will not suffer harassment, retaliation, or victimisation for raising a genuine concern in good faith.

Confidentiality: All concerns will be treated seriously and, wherever possible, confidentially.

Fairness: Allegations will be investigated fairly, thoroughly, and promptly.

Accountability: Outcomes and actions will be recorded and monitored.

4. How to Raise a Concern

Concerns can be raised in the following ways:

1. Informally: By speaking to your line manager, project lead, or a trustee.

2. Formally (in writing): Email or write to the Director/Trustees at [insert official email address].

3. Safeguarding matters: Must be reported immediately to the designated safeguarding officer.

If the concern involves senior leadership or trustees, you may contact:

The CIC Regulator (Office of the Regulator of Community Interest Companies).

Charity Commission (if relevant).

Other appropriate external bodies such as the police or safeguarding boards.

5. Investigation Process

Concerns will be acknowledged within 5 working days.

An impartial person will be appointed to investigate.

The investigation will aim to conclude within 28 days, with updates provided if longer is needed.

Outcomes may include: no action, internal action, referral to external authorities, or wider organisational learning.

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6. Protection and Support

No one who raises a concern in good faith will suffer loss, dismissal, or harm for doing so.

Support will be offered to whistleblowers throughout the process.

Anyone attempting to victimise or retaliate against a whistleblower will face disciplinary action.

7. Malicious or False Allegations

Deliberately false or malicious allegations are unacceptable and may result in disciplinary action.

Policy Review

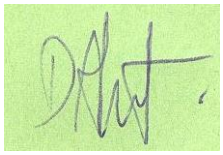
This policy will be reviewed annually, or earlier if changes in legislation or best practice require it.

Adopted on: 30.07.2025

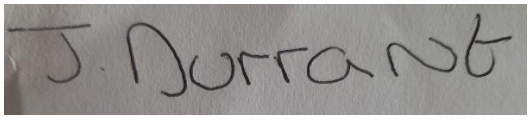
Review due: 30.07.2026

Directors of Living with Mental Health CIC

David Robertson 20.11.2025

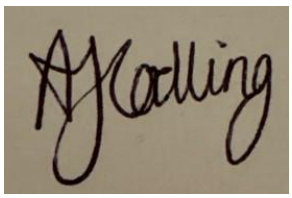


John Durrant 20.11.2025

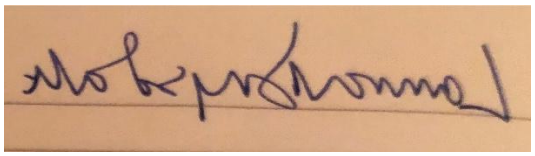


Trustees of Living with Mental Health CIC

Abby Codling 20.11.2025



Laura Drysdale 20.11.2025



Paul Sawyer 20.11.2025

