

Tackle the Mindset – Whistleblowing Policy



1. Policy Statement

Tackle the Mindset is committed to the highest standards of integrity, honesty, and accountability. We encourage a culture where staff, volunteers, and partners feel confident to raise concerns about wrongdoing without fear of reprisal. This policy outlines how concerns can be reported and how they will be addressed.

2. Purpose

This policy aims to:

- Provide a clear process for raising concerns about malpractice or misconduct
- Protect whistleblowers from victimisation or retaliation
- Ensure concerns are investigated fairly, promptly, and confidentially

3. Scope

This policy applies to all staff, volunteers, contractors, and partners involved in Tackle the Mindset activities. It covers concerns related to:

- Safeguarding or child protection failures
- Health and safety risks
- Criminal offences or breaches of law
- Financial mismanagement or fraud
- Discrimination, bullying, or harassment
- Any deliberate concealment of the above

4. What Is Whistleblowing?

Whistleblowing is the act of reporting concerns about wrongdoing that is in the public interest. It is not the same as a grievance (which relates to personal complaints).

Whistleblowing may involve reporting concerns about the behaviour of a colleague, volunteer, or external partner.

5. Raising a Concern

Concerns can be raised:

- Verbally or in writing to the Founder (Kyle Lund)
- By email: ktl@tacklethehindset.org
- Anonymously, if preferred, although this may limit the ability to investigate fully

Please provide as much detail as possible, including dates, names, and any supporting evidence.

6. How We Respond

- All concerns will be acknowledged within 5 working days
- An initial assessment will determine whether a formal investigation is required
- Investigations will be handled sensitively and confidentially
- Outcomes and actions will be communicated to the whistleblower where appropriate

7. Protection for Whistleblowers

Tackle the Mindset will not tolerate any form of retaliation against individuals who raise concerns in good faith. Whistleblowers are protected under the Public Interest Disclosure Act 1998.

8. Confidentiality

All concerns will be treated in confidence. Information will only be shared with those who need to know in order to investigate and respond appropriately.

9. Escalation

If you feel your concern has not been addressed appropriately, you may escalate it to:

- The Local Authority Designated Officer (LADO)
- The NSPCC Whistleblowing Helpline: 0800 028 0285
- The Charity Commission (if applicable)

10. Monitoring and Review

This policy is reviewed annually or following any significant incident. Lessons learned from whistleblowing cases will be used to improve our practices.

11. Contact

- Whistleblowing Lead: Kyle Lund
- Email: ktl@tacklethemindset.org
- Phone: 07762009194