



**North Northants**  
Social Enterprise Network  
connecting, supporting, promoting

### **NNSE Whistleblowing policy**

NNSE is committed to upholding the highest standards of integrity, transparency, and ethical conduct in all aspect of its operations.

This Whistleblowing policy provides a framework for members and volunteers to report concerns or suspicions of misconduct, unethical behaviour or illegal activities within NNSE.

The purpose of this policy is to:

- Encourage individuals associated with NNSE to report concerns or suspicions of wrongdoing without fear of retaliation.
- Provide a confidential and accessible mechanism for whistleblowers to report concerns.
- Ensure that reports of wrongdoing are promptly, and thoroughly investigated, and appropriate action is taken in response.
- Protect the interest of NNSE, its members, stakeholders and the wider community.

The policy applies to all members and volunteers.

**Reporting** – Concerns or suspicions of wrongdoing can be reported through the following channels:

- Directly to NNSE leadership
- Via email, postal mail, or telephone to NNSE leadership.

**Confidentiality** – Whistleblowers have the option to report concerns anonymously, and their identity will be protected to the fullest extent possible. However, individuals reporting concerns are encouraged to provide their contact information to facilitate the investigation process and ensure follow-up communications.

**Nature of concerns** – Whistleblowers may report concerns related to:

- Fraud theft, or financial misconduct.
- Breaches of NNSE’s polices, producers, or code of conduct.
- Unethical behaviour or conflicts of interest.
- Discrimination, harassment, or bullying.
- Any other illegal, unethical, or improper conduct that may harm NNSE.

**Investigation and Response** – Upon receiving a whistleblowing report, NNSE leadership or the designated whistleblowing officer will conduct an initial assessment to determine the nature and credibility of the concerns raised.

If concerns warrant further investigations, NNSE will conduct a thorough and impartial investigation, preserving confidentiality and protecting the rights of all parties involved.

Whistleblowers will be kept informed of the progress and outcome of the investigation to the extent possible, while maintaining confidentiality and privacy.

Based on the findings of the investigation, NNSE will take appropriate action to address any substantiated concerns, which may include disciplinary action, corrective measures or reporting to relevant authorities.

**Protection against retaliation** – NNSE prohibits retaliation or adverse treatment against individuals who make good faith reports of wrongdoing under this policy. Any form of retaliation against whistleblowers will be treated as a serious violation of NNSE's policies and may result in disciplinary action.

**Review and Monitoring** – NNSE will periodically review and evaluate the effectiveness of this policy to ensure compliance with legal requirements and best practices. Any updates or revisions to the policy will be communicated to all stakeholders.

NNSE is committed to fostering a culture of transparency, accountability and integrity, where concerns of wrongdoing are taken seriously and addressed promptly.