



Whistleblowing Policy

Last Updated: April 2026

Whistleblowing

Purpose of this policy

This policy explains how staff can raise concerns about wrongdoing, unsafe practice or behaviour that goes against MENT4's values, policies or legal responsibilities.

MENT4 is committed to creating an environment where concerns can be raised openly, safely and without fear. Speaking up is an important part of protecting young people, staff and the integrity of the organisation.

What is whistleblowing

Whistleblowing is when someone raises a concern about serious wrongdoing or risk within an organisation.

This may include:

- safeguarding failures or risks to young people
- unlawful behaviour
- serious breaches of policy
- misuse of funds or resources
- health and safety risks
- unethical behaviour
- attempts to cover up wrongdoing

Whistleblowing is about protecting others, not making personal complaints.

Our commitment

MENT4 will:

- take all concerns seriously
- respond appropriately and fairly
- protect individuals who raise concerns in good faith
- handle concerns confidentially where possible
- not tolerate victimisation or retaliation

Staff should feel safe to speak up.

Raising a concern

Staff are encouraged to raise concerns as soon as possible.

Concerns can be raised with:

- a line manager
- a senior leader
- the Designated Safeguarding Lead (for safeguarding concerns)
- a trustee

If the concern involves your line manager, you should raise it with another senior leader or trustee.

Raising a concern externally

If a staff member feels unable to raise a concern internally, or believes it has not been addressed appropriately, they may raise it with an appropriate external body.

This may include:

- safeguarding authorities
- regulatory bodies
- relevant professional organisations

Staff should seek guidance where possible before doing this.

Confidentiality

MENT4 will aim to keep the identity of the person raising the concern confidential where possible.

However, there may be situations where information needs to be shared to investigate the concern or meet legal obligations.

Anonymous concerns

Concerns can be raised anonymously, but this may make it more difficult to investigate fully.

MENT4 encourages staff to provide contact details where possible so that follow up can take place.

Responding to concerns

When a concern is raised, MENT4 will:

- acknowledge the concern
- assess the information provided
- decide on appropriate action

- carry out an investigation where needed
- take action based on findings
- provide feedback where appropriate

The exact process will depend on the nature of the concern.

Protection from retaliation

MENT4 will not tolerate any form of retaliation against someone who raises a concern in good faith.

This includes:

- unfair treatment
- exclusion
- negative consequences
- intimidation

Any retaliation may be treated as a serious disciplinary matter.

False or malicious concerns

Concerns must be raised in good faith.

Deliberately false or malicious allegations may be treated as a conduct issue.

Safeguarding concerns

Safeguarding concerns must always be raised immediately and in line with safeguarding procedures.

Whistleblowing does not replace safeguarding reporting. If a young person is at risk, this must be escalated without delay.

Final note

Speaking up protects people and strengthens MENT4 as an organisation.

If something does not feel right, it is important to raise it. It is always better to act than to stay silent.

This document has been approved by:

Luke Peters
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A handwritten signature in blue ink, appearing to be "L. Peters".

Helping young people discover what they are MENT4

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