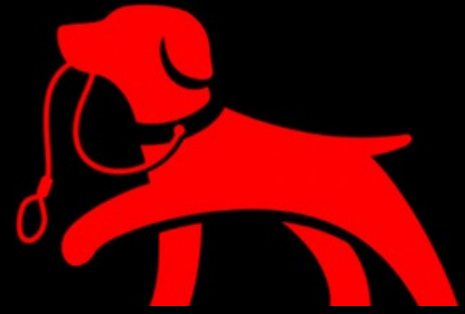


CANINE ALLIES CIC WHISTLEBLOWING POLICY

Canine Allies CIC
Version: 2.0
Issued: 13 March 2026
Effective from: 27 March 2026



Whistleblowing Policy

Canine Allies CIC

Version: 2.0

Issued: 17 March 2026

Effective from: 31 March 2026

1. Purpose

Canine Allies CIC is committed to the highest standards of honesty, integrity, safeguarding, and accountability.

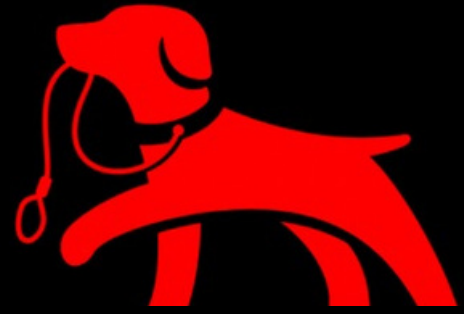
This Whistleblowing Policy provides a clear procedure for raising serious concerns about wrongdoing, unsafe practices, or misconduct in a way that is safe, confidential, and free from retaliation.

The policy supports individuals who speak up in the public interest.

2. Scope

This policy applies to all:

- Directors
- Staff
- Trainers
- Volunteers
- Contractors or associates acting on behalf of Canine Allies CIC



3. What Is Whistleblowing?

Whistleblowing is the act of raising a concern about serious wrongdoing that affects others or the organisation, rather than a personal grievance.

Concerns may include (but are not limited to):

- Safeguarding concerns involving adults or children
- Abuse, neglect, or poor welfare of dogs
- Health and safety risks
- Financial misconduct, fraud, or misuse of funds
- Breaches of law or regulation
- Unethical behaviour or serious misconduct
- Attempts to conceal wrongdoing

4. Legal Protection

This policy is aligned with the Public Interest Disclosure Act 1998 (PIDA), which provides legal protection for whistleblowers who raise concerns in good faith and in the public interest.

Canine Allies CIC will not tolerate harassment, victimisation, or retaliation against anyone who raises a genuine concern.

5. How to Raise a Concern

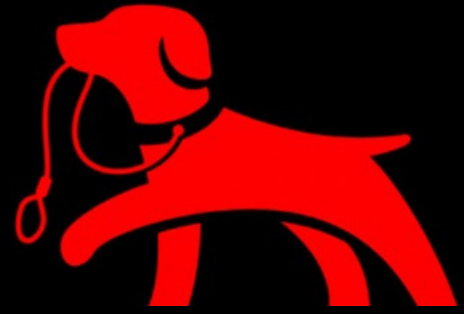
Concerns should be raised as early as possible.

5.1 Internal Reporting

Concerns can be raised with:

- A Director
- The Chair
- A designated safeguarding or welfare lead

Concerns may be raised verbally or in writing



5.2 If Internal Reporting Is Not Appropriate

If the concern involves senior management or you believe it has not been properly addressed, concerns may be raised with an appropriate external body, such as:

- The CIC Regulator
- The Charity Commission (if applicable)
- Health and Safety Executive (HSE)
- Local Authority Safeguarding Teams
- Police (in cases of criminal activity or immediate danger)

6. Confidentiality

- All concerns will be treated seriously and sensitively and only shared with necessary bodies on a “need to know” basis.
- The identity of the whistleblower will be kept confidential wherever possible.
- Anonymous concerns will be considered, although investigation may be more difficult.

7. Investigation & Outcome

- All concerns will be assessed promptly and fairly.
- Appropriate investigations will be carried out.
- The whistleblower will be informed (where possible) that action has been taken, although specific details may be limited due to confidentiality.

8. Malicious or Vexatious Allegations

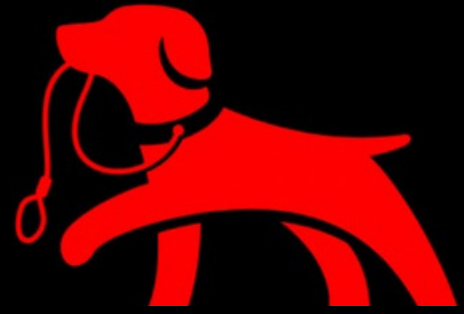
This policy is intended to protect genuine concerns.

Knowingly making false or malicious allegations may result in disciplinary action.

9. Support for Whistleblowers

Canine Allies CIC recognises that whistleblowing can be difficult and stressful.

- Support and reassurance will be offered where possible
- No individual will suffer detriment for raising a concern in good faith
- Reasonable adjustments will be made where required



10. Record Keeping

- A confidential record of concerns and outcomes will be kept securely.
- Records will be retained in line with data protection and governance requirements.

11. Review

This policy will be reviewed annually or sooner if required by legal or organisational changes.