



CORE GOVERNANCE AND POLICY FRAMEWORK

Whistleblowing Policy

Purpose

Dinas Integration Services CIC encourages staff and volunteers to report concerns about wrongdoing, unsafe practice, or misconduct.

Concerns May Include

- Safeguarding failures
- Fraud
- Abuse
- Discrimination
- Unsafe practice
- Criminal activity
- Breaches of policy

Protection

Anyone raising concerns in good faith will be protected from retaliation or unfair treatment.