



Experience of the whistleblowing procedure

Insights from Annual Whistleblowing Reports

What enables those raising concerns and others in the process?

01

To feel concerns are taken seriously



02

Identifying and understanding all aspects of concern at the outset



03

Assurance confidentiality will be maintained



04

Regular support from a confidential contact throughout the process



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Refresher training for confidential contacts



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Named support person for witnesses



07

Briefing pack for investigators



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Timely investigations



09

Regular communication to explain any delays



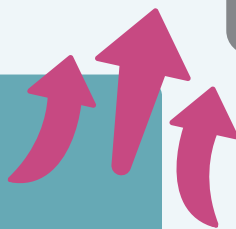
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Careful communication of outcomes



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To see that where action is needed, the right action is taken



12

Timely implementation of actions

