

Policy Document

Whistleblowing Policy

Rev 2, September 2023

Our purpose

To create a **healthier, safer,** and more **beautiful** world.

Our mission

To be the market leader and trusted partner for clients.

Our values



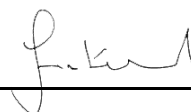
Whistleblowing Policy

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Rev 2	September 2024	New policy and procedure	Sue Wishart

	Author:	Owner:	Approver:
Name:	Sue Wishart	Sue Wishart	Gareth Kirkwood
Job Title:	Chief People Officer	Chief People Officer	CEO

CEO Signature: _____



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Glossary of Terms

Term / Acronym	Definition / Meaning
Nurture Group ('Nurture')	Nurture Landscapes Group including Nurture Landscapes Limited, Gavin Jones Limited, Nurture Pest Services Limited.

1 Main section [16pt]

- 1.1 The Nurture Landscapes Group is committed to conducting its business with honesty and integrity, and we expect all colleagues to maintain high standards. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring and to address them when they do occur.

2 Main section [16pt]

- 2.1. To encourage staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.
- 2.2. To provide staff with guidance as to how to raise those concerns.
- 2.3. To reassure staff that they should be able to raise genuine concerns without fear of reprisals, even if they turn out to be mistaken.
- 2.4. This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

3 Scope

- 3.1. This policy applies to all employees, officers, consultants, self-employed contractors, casual workers, agency workers, volunteers, and interns.

4 Roles and Responsibilities

- 4.1. The CEO has overall responsibility for the effective operation of this policy, and for reviewing the effectiveness of actions taken in response to concerns raised under this policy.
- 4.2. The Chief People Officer has day-to-day operational responsibility for this policy, and you should refer any questions about this policy to them in the first instance. They must ensure that appropriate training is provided to all managers and other staff who may deal with concerns or investigations under this policy.
- 4.3. This policy will be reviewed annually by the CPO.
- 4.4. All staff are responsible for the success of this policy and should ensure that they use it to disclose any suspected danger or wrongdoing. Staff are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions, and queries should be addressed to the Chief People Officer.

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5 What is whistleblowing?

- 5.1. Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work. This may include:
 - 5.1.1. criminal activity;
 - 5.1.2. failure to comply with any legal obligation;
 - 5.1.3. miscarriages of justice;
 - 5.1.4. danger to health and safety;
 - 5.1.5. damage to the environment;
 - 5.1.6. bribery;
 - 5.1.7. facilitating tax evasion;
 - 5.1.8. financial fraud or mismanagement; and
 - 5.1.9. the deliberate concealment of any of the above matters.
- 5.2. A Whistleblower is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a whistleblowing concern) you should report it under this policy.
- 5.3. This policy should not be used for complaints relating to your own personal circumstances, such as the way you have been treated at work. In those cases, you should use the Grievance Procedure or Bullying & Harassment Procedure as appropriate.
- 5.4. If you are uncertain whether something is within the scope of this policy you should seek advice from a Whistleblowing Officer, whose contact details are at the end of this policy.

6 Raising a whistleblowing concern

- 6.1. We hope that in many cases you will be able to raise any concerns with your line manager. You may tell them in person or put the matter in writing if you prefer. They may be able to agree a way of resolving your concern quickly and effectively.
- 6.2. However, where the matter is more serious, or you feel that your line manager has not addressed your concern, or you prefer not to raise it with them for any reason, you should contact one of the following:
 - 6.2.1. A Whistleblowing Officer.
 - 6.2.2. The Chief People Officer or the CEO.
 - 6.2.3. Contact details are set out at the end of this policy.
- 6.3. We will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.
- 6.4. We will take down a written summary of your concern and provide you with a copy after the meeting. We will also aim to give you an indication of how we propose to deal with the matter.
- 6.5. We hope that staff will feel able to voice whistleblowing concerns openly under this policy. However, if you want to raise your concern confidentially, we will make every effort to keep your identity secret. If it is necessary for anyone investigating your concern to know your identity, we will discuss this with you.
- 6.6. We do not encourage staff to make disclosures anonymously, although we will make every effort to investigate anonymous disclosures. You should be aware that proper investigation may be more

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difficult or impossible if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible.

- 6.7. Whistleblowers who are concerned about possible reprisals if their identity is revealed should come forward to a Whistleblowing Officer and appropriate measures can then be taken to preserve confidentiality. If you are in any doubt, you can seek advice from **Protect**, the independent whistleblowing charity, who offer a confidential helpline. Their contact details are at the end of this policy.

7 Investigation and outcome

- 7.1. Once you have raised a concern, we will carry out an initial assessment to determine the scope of any investigation. We will inform you of the outcome of our assessment. You may be required to attend additional meetings in order to provide further information.
- 7.2. In some cases, we may appoint an investigator or team of investigators. The investigator(s) may make recommendations for change to enable us to minimise the risk of future wrongdoing.
- 7.3. We will aim to keep you informed of the progress of the investigation and its likely timescale. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation, an outcome or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.
- 7.4. If we conclude that a Whistleblower has made false allegations maliciously, the Whistleblower will be subject to disciplinary action.

8 If you are not satisfied

- 8.1. While we cannot always guarantee the outcome you are seeking, we will try to deal with your concern fairly and in an appropriate way. By using this policy you can help us to achieve this.
- 8.2. If you are not happy with the way in which your concern has been handled, you can raise your complaint through the Chief People Officer.

9 External disclosures

- 9.1. The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.
- 9.2. The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. It will very rarely if ever be appropriate to alert the media. We strongly encourage you to seek advice before reporting a concern to anyone external. The independent whistleblowing charity, Protect, operates a confidential helpline. They also have a list of prescribed regulators for reporting certain types of concern. Their contact details are at the end of this policy.
- 9.3. Whistleblowing concerns usually relate to the conduct of our staff, but they may sometimes relate to the actions of a third party, such as a customer or supplier. In some circumstances the law will protect you if you raise the matter with the third party directly. However, we encourage you to report such concerns internally first, in line with this Policy. You should contact your line manager or the Head of People for guidance.

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10 Protection and support for Whistleblowers

- 10.1. It is understandable that Whistleblowers are sometimes worried about possible repercussions. We aim to encourage openness and will support staff who raise genuine concerns under this policy, even if they turn out to be mistaken.
- 10.2. Whistleblowers must not suffer any detrimental treatment as a result of raising a concern. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the Whistleblowing Officer immediately. If the matter is not remedied, you should raise it formally using our Grievance Procedure.
- 10.3. You must not threaten or retaliate against Whistleblowers in any way. If you are involved in such conduct, you may be subject to disciplinary action. In some cases the Whistleblower could have a right to sue you personally for compensation in an employment tribunal.

11 Key Contacts

11.1. Whistleblowing Officers

Joshua McGlashon - Joshua.Mcglashon@nurturelandscapes.co.uk

11.2. Chief People Officer

Sue Wishart – Sue.Wishart@nurture-group.co.uk

11.3. Chief Executive Officer

Gareth Kirkwood – Gareth.Kirkwood@nurture-group.co.uk

11.4. Protect (Independent whistleblowing charity):

Helpline: 0203 117 2520

E-mail: info@protect-advice.org.uk

Website: <https://protect-advice.org.uk/>

12 Monitoring and Auditing

- 12.1. The Chief People Officer has responsibility for ensuring this procedure is implemented accordingly and monitored appropriately.

13 Compliance

- 13.1. Adherence to this Policy is both an individual and a corporate responsibility. Wilful breach of this policy, or unauthorised departure from the Procedures derived from this Policy, may invoke the disciplinary procedure.

14 Review and Improvement

- 14.1. The Chief People Officer is responsible for reviewing this procedure, making any recommendations for improvement and presenting these to the CEO and ELT for further consideration.

15 Appendices & References

- 15.1. Guidance for Managers available on the IMS Document Register.

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