

## THE WHISTLEBLOWING CHARITY

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### GUIDANCE

advice if: Our trained advisers can offer you free, confidential practical and legal

- you have witnessed serious wrongdoing, risk or malpractice in the workplace,
- which is or could be a threat to others (customers, employees, or the general public)
- and you want to raise the issue as a concern to your employer or to an independent body.

#### **OUR ADVISERS**

people page. matters. For more information about our individual staff members see our qualified lawyers, who are always on hand to assist in urgent or complex whistleblowing concerns. The advice given by each adviser is overseen by All of our advisers are legally trained and experienced in advising on

#### **DONATE TO PCAW**

#### TEXT 70070

TO GIVE, OR THE AMOUNT (UP TO £10) YOU WISH WITH THE WORDS PCAW01 AND STATE

BT MYDONATE **DONATE NOW VIA** 

#### POSITION." AND IMPORTANT "PCAW IS A UNIQUE PEOPLE IN MY RESOURCE FOR

where he worked. malpractice in the care home Advice Line client, who uncovered

**READ FULL CASE STUDY** 

#### NEWSLETTER

our newsletter. For news on PCaW, sign up to

following questions: When advising you, we may ask you to consider and help you to answer the

### YOUR CONCERN

- What have you witnessed?
- What is the risk involved?
- Why do you want to blow the whistle now?
- Who do you want to tell?

### YOUR OPTIONS

- Is there a colleague, supervisor or senior manager you can approach with your concerns?
- Can you find a solution within the team?
- Are there others who are willing to speak up with you?
- Does your organisation have a whistleblowing policy?
- Have you sought advice from any other source? (a union, an advisory body or solicitor)

### POSSIBLE OUTCOMES

- How can the risk be addressed?
- What would be a satisfactory outcome?
- What can you do if you feel you have exhausted all of the internal options?

# PRACTICAL TIPS FOR RAISING A CONCERN

LET THE FACTS SPEAK FOR THEMSELVES

#### Find Us





employer and may damage personal reputations and work relationships. Relying on hearsay and rumour may upset or anger your colleagues and/or Remember there may be an innocent or good explanation for what has Concentrate on the facts of a situation and focus on what you know for sure.

# SEPARATE OUT PERSONAL GRIEVANCES

category your concern falls into, we can help you to distinguish the two. aggrieved about your personal position, you should use your employer's A public concern and a personal grievance are not the same thing. If you are internal grievance procedure to make this known. If you are unsure which

# **BE A WITNESS NOT A COMPLAINANT**

the concern by acting as a private detective. not have to prove your concern and it is important you do not delay raising know how to resolve the problem, suggest a solution. As a witness you do Communicate the concern in a professional, calm and factual manner. If you

# RECOMMENDING OTHER ADVICE SERVICES

organisation that might be able to help you. See a full list of other useful within our remit at PCaW, we will try to recommend another advice service or contacts here If our advisers cannot assist with your concern because it does not fall

FAQs	Case Studies	Individual Advice Business Support		
Level 1 package	PCaW Benchmark			
	A guide to PIDA	Law & Policy		
Blog	Newsletter	News		
Review	Time for Change	Campaigns		
Executive	Vacancy - Sales	About Us		
Donate	Us	Support		

				advice services	Information and	Guidance	Advice Line
Masterclass - FS Champions	In-house training	Open Training	packages	e-learning	Consultancy	Level 3 package	Level 2 package
		Schools	International Law	Document Library	Policy Papers	commission	Whistleblowing
		PCaW	newsletter for	new website and	Coming soon -	Latest Review	News
			Privacy policies	PCAW Reviews	Contact Us	People	Background

Our Clients

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