



Refugee Education UK

Whistleblowing policy

Updated April 2026

Introduction

Refugee Education UK (REUK) is committed to high standards of integrity, transparency and accountability. We encourage anyone working with or for REUK to speak up if they have concerns about wrongdoing.

This policy explains:

- what concerns are covered;
- how to raise a concern;
- how REUK will respond;
- the protections available to whistleblowers.

1. Scope

This policy applies to trustees, employees, volunteers, contractors and anyone working on behalf of REUK.

It covers concerns about wrongdoing that is in the public interest, including (non-exhaustive):

- criminal offences (e.g. fraud, theft);
- financial mismanagement;
- breaches of legal obligations (including charity law);
- risks to health and safety;
- safeguarding failures or cover-ups;
- environmental damage;
- deliberate concealment of any of the above.

Concerns about your own employment terms (for example pay, working conditions, interpersonal conflict) should normally be raised using REUK's grievance procedure.

2. Principles

REUK will:

- take concerns seriously and respond promptly;
- keep information confidential where possible;
- protect whistleblowers from detriment, bullying or victimisation;
- investigate concerns proportionately and fairly;
- keep an appropriate written record.

3. How to raise a concern

You can raise a concern verbally or in writing. Where possible include:

- what happened / what you are concerned about;
- dates/times (if known);
- who is involved;
- any evidence.

3.1 Stage 1: raise with the Chief Executive

In the first instance, concerns should normally be raised with the Chief Executive, who will decide how to progress the concern and will arrange an investigation where appropriate.

3.2 Stage 2: raise with the Chair of Trustees

If you believe the Chief Executive is involved, there is a conflict of interest, or you feel it is not appropriate to raise the concern with the Chief Executive, you should raise it with the Chair of the Board of Trustees.

3.3 Stage 3: raise with an external body

If you reasonably believe that appropriate action has not been taken, you may raise the concern with an appropriate prescribed person or body.

4. How REUK will respond

REUK may:

- appoint an investigator;
- ask for written statements;
- review documents and systems;
- interview relevant individuals.

Where possible, REUK will keep the whistleblower informed about:

- whether the concern is being investigated;
- the outcome (within the limits of confidentiality);
- any actions REUK proposes to take.

5. Protection and support

REUK will not tolerate retaliation against anyone who raises a concern in good faith.

Victimisation is a disciplinary matter.

6. Confidentiality and anonymity

REUK will take steps to protect the whistleblower's identity, but cannot guarantee anonymity in all circumstances (for example where required by law, or where a fair process requires disclosure).

7. Policy monitoring and review

This policy is approved and endorsed by the board of trustees. It is reviewed on an annual basis by the senior leadership team, and every three years by trustees.

Date of next review by senior leadership	April 2027
Date of next trustee review	April 2029

Appendix: law and guidance

Public Interest Disclosure Act 1998 (PIDA)	UK legislation
Gov.uk: prescribed people and bodies	Whistleblowing list
Charity Commission	Report serious wrongdoing