



## **Chalfont Wind Band - Whistleblowing Policy**

### **Purpose**

We are committed to creating a safe, respectful, and transparent environment for all members. This policy is here to support anyone who wishes to raise concerns about wrongdoing or misconduct within the band.

### **What is Whistleblowing?**

#### **Whistleblowing means reporting concerns about things like:**

- Unsafe practices
- Bullying or harassment
- Financial mismanagement
- Discrimination
- Breaches of our values or policies

### **Who Can Raise a Concern?**

Any member of Chalfont Wind Band can raise a concern, whether you're a regular player, a committee member, or a volunteer.

### **How to Raise a Concern**

You can speak to any committee member you trust or email the Chairperson directly. If you prefer to remain anonymous, you can send a written note to the committee.

### **What Happens Next?**

#### **We will:**

- Take your concern seriously
- Treat it confidentially (unless there's a legal reason we must share it)
- Look into it fairly and promptly
- Let you know the outcome where appropriate

### **Protection for Whistleblowers**

You will not be treated unfairly or face any negative consequences for raising a genuine concern, even if it turns out to be unfounded.

### **Review**

This policy will be reviewed annually by the committee to ensure it remains relevant and effective.