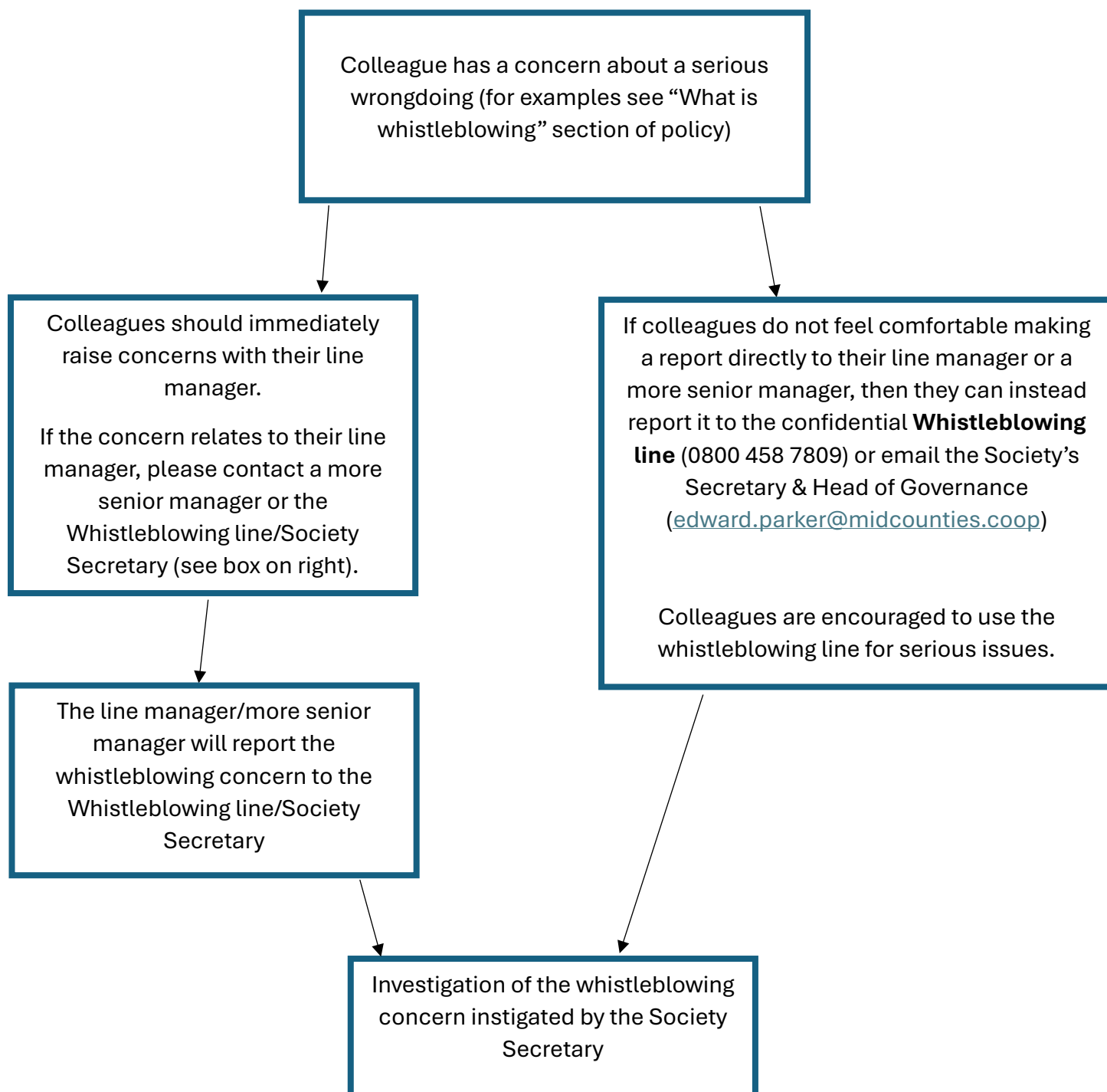


Whistleblowing Flowchart

This flowchart summarises how colleagues can raise a whistleblowing concern within the Society. This should be followed where a colleague has a concern about serious wrongdoing (such as criminal activity, health and safety endangering an individual(s), breach of legal obligation, other serious concern). For full details of what amounts to a whistleblowing concern see the Whistleblowing policy.

For concerns regarding your personal circumstances or those that are less serious than the examples above, there are other ways colleagues can raise concerns – as set out after the flowchart under “How to report other concerns”.





How to Report other Concerns

If your concern is not quite so serious and you do not wish to call the whistleblowing line, below are some other ways you can report your concerns:

- **Informally via your line manager** – this route is suitable for most workplace issues or concerns that impact a colleague. You can also contact HR at hr.advice@midcounties.coop for advice in resolving any issues informally
- **Formal grievance** – when attempts to resolve a matter informally have been unsuccessful, it may be appropriate for a formal grievance be raised under the Society's Grievance Policy
- **Speak in Confidence** – this is an external service which provides colleagues with the facility to confidentially ask questions, provide feedback or raise concerns directly with members of the Society's Senior Leadership Team.