



Royal Patron, HRH The Prince of Wales, Duke of Cornwall
President, Lord Lieutenant of Cornwall, Colonel E T Bolitho OBE
Chairman, Lt Col Richard Trant

Whistleblowing Policy Dated: May 2019

You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future. The wrongdoing you disclose must be in the public interest. This means it must affect others, e.g. the general public.

Complaints that count as whistleblowing

You're protected by law if you report any of the following:

- A criminal offence, e.g. fraud
- Someone's health and safety is in danger
- Risk or actual damage to the environment
- A miscarriage of justice
- The company is breaking the law, e.g. doesn't have the right insurance
- You believe someone is covering up wrongdoing

Complaints that don't count as whistleblowing

Personal grievances (e.g. bullying, harassment, discrimination) are not covered by whistleblowing law, unless your particular case is in the public interest.

Report these under the Trust's grievance policy.

Whistleblowing Trustee

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