BINA PATHWAYS

Whistleblowing and speaking up

BP-PUB-06-20261106-v1 | Owner: Uninvolved director | Review by 6 November 2027 or earlier on material change

When to speak up

Report reasonably believed wrongdoing in the public interest, including unsafe care, legal breaches, abuse, exploitation, financial malpractice, discrimination or concealment. You do not need proof or company permission. Personal employment concerns normally use the grievance route, but a matter may engage both processes.

Reporting routes

Contact admin@binapathways.co.uk or 07337 541218 and request the uninvolved director if necessary. Wisdom Akpoturu and Precious Chinazonwa Ezurike are the management contacts. Where both are implicated or internal reporting is unsafe or ineffective, use the appropriate external safeguarding authority, prescribed regulator, police or legal advice route. No confidentiality clause prevents lawful reporting.

Anonymous and confidential reports

Anonymous reports are assessed on available information. We protect confidentiality as far as lawful and explain necessary sharing rather than promise absolute secrecy. You may ask for an accessible reporting method. Avoid personal or service-user details that are not needed to explain the concern.

Response

We normally acknowledge within two working days, assess urgent safety the same day where necessary, appoint an uninvolved reviewer and give an update within ten working days or explain a revised date. Record evidence, referrals, findings, actions and the outcome that can lawfully be shared. External enquiries take priority where needed.

Protection and oversight

Retaliation, threats, disadvantageous allocation or pressure to withdraw a concern is investigated separately. Protection is assessed under applicable law; a good-faith label does not replace the legal test. Directors review themes and corrective actions without exposing unnecessary reporter identities.

Related controlled procedures: Staff handbook section 6; Grievance and safeguarding procedures. Use Operational Action Guide BP-ACT-2026-11-06-v1 for the responsible person, action, deadline, escalation and record. Accessible copies: admin@binapathways.co.uk or 07337 541218.