

# Whistleblowing Policy

The Chartered Institution of Civil Engineering Surveyors (CICES) is committed to conducting our business with honesty and integrity and we expect all staff to maintain high standards. Any suspected wrongdoing should be reported as soon as possible.

This policy covers all employees, officers, consultants, contractors, volunteers, casual workers and agency workers. This policy does not form part of any employee's contract of employment and it may be amended it at any time.

## What is whistleblowing?

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

## How to raise a concern

It is hoped that in many cases you will be able to raise any concerns with your manager. However, where you prefer not to raise it with your manager for any reason, you should contact the CEO. Contact details are at the end of this policy.

The institution will arrange a meeting with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

## Confidentiality

It is hoped staff feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, the institution will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

## External disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances it may be appropriate for you to report your concerns to an external body such as a regulator. We strongly encourage you to seek advice before reporting a concern to anyone external. Public Concern at Work, an independent whistleblowing charity, operates a confidential helpline. Its contact details are at the end of this policy.

## Protection and support for whistleblowers

The institution aims to encourage openness and will support whistleblowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform the CEO immediately. If the matter is not remedied you should raise it formally using the grievance procedure.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action. In some cases the whistleblower could have a right to sue you personally for compensation in an employment tribunal. However, if it is concluded that a whistleblower has made false allegations maliciously, the whistleblower may be subject to disciplinary action.

## Contacts

CICES CEO: Simon Hamlyn  
+44 (0)7927 132964  
simon.hamlyn@cices.org

Public Concern at Work  
Helpline: +44(0) 207 404 6609  
whistle@pcaw.co.uk  
pcaw.co.uk

This policy should read in conjunction with the CICES Rules of Professional Conduct.

Members are encouraged to familiarise themselves with the Guidance on Whistleblowing for Engineers and Technicians produced by the Engineering Council [engc.org.uk/whistleblowing](http://engc.org.uk/whistleblowing)

