

Whitepost Farmhouse, Laindon Common Road, Little Burstead, Billericay, Essex CM12 9SY

Telephone: 01277 658517

[Email: enquiries@vipartitions.com](mailto:enquiries@vipartitions.com)

www.vipartitions.com

Whistleblowing Policy & Procedure Statement

Purpose

At Visual Interiors & Partitions Ltd we are dedicated to maintaining the highest standards of safety and compliance in all our operations. This Whistleblowing Policy aims to encourage and protect individuals who report safety concerns, ensuring adherence to the Building Safety Act 2022 and the Public Interest Disclosure Act 1998 (PIDA), also known as the Whistleblower Protection Act.

Scope

This policy applies to all employees, contractors, suppliers, dutyholders -clients, designers, principle contractors and sub-contractors- involved in the management and safety of our buildings.

Legal Framework

This policy complies with the Building Safety Act 2022 and the Public Interest Disclosure Act 1998 (PIDA). It outlines the procedures and protections for individuals who disclose information concerning building safety and other significant concerns.

Definitions

Whistleblower: An individual who reports a concern related to building safety or other significant issues.

Protected Disclosure: A disclosure of information that is in the public interest and pertains to building safety or other significant issues.

Protected Disclosures

We encourage the reporting of concerns that include, but are not limited to:

Non-compliance with building safety regulations.

Unsafe building practices or conditions.

Breaches of health and safety regulations.

Failures to comply with the Building Safety Act 2022.

Other significant concerns impacting public safety and compliance.

Reporting Procedures

Internal Reporting: Concerns should be reported to Mathew Barker via mat.barker@vipartitions.com.

The contact details for reporting are 01277 658517.

External Reporting: If internal reporting is ineffective or inappropriate, concerns can be reported to the Health and Safety Executive (HSE), the Building Safety Regulator, or other appropriate regulatory bodies.

Whitepost Farmhouse, Laindon Common Road, Little Burstead, Billericay, Essex CM12 9SY
 Telephone: 01277 658517
[Email: enquiries@vipartitions.com](mailto:enquiries@vipartitions.com)
www.vipartitions.com

Confidentiality and Anonymity

We will handle all reports confidentially to the extent possible. Reports can be made anonymously, and every effort will be made to investigate anonymous reports to the extent feasible.

Protection Against Retaliation

Retaliation against whistleblowers is strictly prohibited. Anyone found to have retaliated against a whistleblower will face disciplinary action, which may include termination of employment or contract. This protection is in accordance with PIDA, which provides legal safeguards against retaliation for whistleblowers.

Investigation Process

All reported concerns will be promptly and thoroughly investigated by Mathew Barker. The whistleblower will be informed of the progress and outcome of the investigation, within the bounds of confidentiality and legal constraints.

Support and Advice


Whistleblowers can seek independent advice from organizations such as Protect <https://protect-advice.org.uk/contact-us/> or 020 3117 2520. Contact information for support services is available through our internal communication channels.

Monitoring and Review

This policy will be reviewed annually by Mathew Barker/Philip Barker to ensure it remains effective and compliant with current legal requirements. Any updates to the policy will be communicated to all employees and contractors.

Conclusion

Visual Interiors & Partitions Ltd is committed to maintaining a safe and compliant working environment. We value the contributions of those who raise concerns about building safety and other significant issues, and we are committed to protecting whistleblowers from retaliation. By working together, we can ensure the highest standards of safety and compliance in our operations.

Date of Issue: 12 November 2025	Signed: 
Date of Next Review: November 2026	Print Name: Philip Barker

Iss: 01 Nov'25