

Building Control 'Speak-Up' Policy

Policy Statement:

All Building Control is committed to maintaining a culture of transparency, integrity, and accountability in all aspects of building control operations. As part of this commitment, we encourage and value the reporting of any concerns or suspicions related to unethical behaviour, violations of regulations, or potential risks that could compromise the safety, quality, or legality of the service we provide.

This Building Control Speak-Up Policy is designed to provide a framework for employees, contractors, clients, and other stakeholders to voice their concerns without fear of retaliation.

Scope:

This policy applies to all individuals associated with All Building Control, including but not limited to employees, contractors, clients, and suppliers.

Speak-Up Procedures:

- Identification of Concerns:**
 - Employees are encouraged to report any concerns related to building control, including safety violations, non-compliance with regulations, ethical issues, or any other matter that may pose a risk to the integrity of construction projects.
- Reporting Mechanisms:**
 - Concerns can be reported verbally or in writing to a supervisor, manager, or through designated channels such as an anonymous hotline or email address specifically set up for this purpose.
- Anonymous Reporting:**
 - All Building Control recognises the importance of anonymity in certain cases. Anonymous reporting mechanisms will be made available to those who wish to maintain confidentiality.
- No Retaliation:**
 - All Building Control strictly prohibits retaliation against individuals who, in good faith, report concerns or participate in an investigation.
 - Any form of retaliation is a serious violation of this policy and will result in disciplinary action, including termination of employment.

5. **Investigation Process:**

- All reports will be promptly and thoroughly investigated by the appropriate department or personnel designated to handle such matters. Investigations will be conducted impartially, and the confidentiality of the reporting individual will be maintained to the extent allowed by law.

6. **Feedback and Follow-up:**

- All Building Control is committed to providing feedback to the reporting individual regarding the status and resolution of the reported concern, as appropriate. Updates will be communicated within a reasonable timeframe.

Protection of Whistleblowers:

- All Building Control is committed to protecting whistleblowers from any form of retaliation. Any employee found to have engaged in retaliation against a whistleblower will be subject to disciplinary action, up to and including termination.

Review and Revision:

- This policy will be periodically reviewed to ensure its effectiveness and compliance with applicable laws and regulations. All Building Control reserves the right to revise or amend this policy as needed.

Useful Links:

The Institute of Business Ethics (IBE) has developed the IBE toolkit here:
<https://www.ibe.org.uk/advisoryservices-and-toolkits/the-ibe-speak-up-toolkit>

The RICS provide further useful guidance here:
<https://www.rics.org/regulation/regulatory-compliance/requirements-support/speaking-up>

Conclusion:

All Building Control encourages a culture of openness, accountability, and ethical conduct. This Speak-Up Policy is a crucial component of our commitment to maintaining the highest standards in building control operations.