

Template 4 - Reporting victimisation due to whistleblowing

This is an example of how a whistleblower may use this template to report victimisation due to whistleblowing. The contents and names used in this letter are entirely fictional. The letter is written by "Rikesh Shah" who works as a carer and witnessed a colleague physically abuse vulnerable residents.

<<rikesh.shah@examplecare.co.uk>>
Thu 17/09/2020 11:02
To: <<ian.robins@examplecare.co.uk>>

Dear Mr Robins,

I am writing to you in accordance with the whistleblowing policy because I am being victimised as a result of having raised whistleblowing concerns.

I raised whistleblowing concerns to yourself on 10th September 2020, and previously to Ms Clara Jones on 27th August 2020 and 3rd September 2020. My concerns were about carer Lisa Smith who abused two of our residents (Clive and Teddy) on two separate occasions. She slapped and shouted at Clive and physically pushed Teddy up the stairs during a nightshift.

After I did this, I was subjected to the following negative treatment.

On 7th September 2020, Lisa approached me and told me that I should 'watch my back' because she had heard rumours about me raising concerns. For the rest of that day, she was very uncooperative on shift. She refused to help me care for residents and called me racist names. On 8th and 9th September 2020, I was contacted by Ms Jones (my line manager) who told me not to come in for my shift 30 minutes before I was due to start. She did not give any proper reason and said I had created a bad atmosphere at work. On 12th September, I checked my bank account and I have not been paid last month's salary.

Section 5 of the whistleblowing policy states that victimisation of anyone who raises whistleblowing concerns or speaks up will not be tolerated. The concerns I raised clearly fall within the scope of the policy because they relate to a colleague who treated residents in an abusive way and shows that Ms Smith is not able to provide proper care. As a whistleblower, I have the legal right not to be victimised or treated negatively in any way for raising whistleblowing concerns.

As such, the negative treatment to which I am being subjected is a breach of company policy and my employment law rights. I request that you take some action to stop Ms Jones and Ms Smith from victimising me as I have described above.

I would be grateful if you could please acknowledge receipt of this letter, and provide a response within two weeks of what action you will take. I am happy to discuss this further and supply any additional information you may require.

Best wishes,

Rikesh Shah