## Appendix 4 Speak Up Policy: Process Flow

Where possible you should highlight your concern informally with your line manager in the first instance. Advice and support is available to you through this process, you can contact <a href="HR Advice">HR Advice</a> (01634 334499), your trade union, professional body or alternatively receive confidential advice through the independent charity <a href="Protect">Protect</a> 020 3117 2520.

You have a concern about wrongdoing in the Council

