

BLUE LIGHT WHISTLE BLOWERS

Trustees Annual Report Year Ending June 30 2025

October 25 2025

Background

Blue Light Whistle Blowers is a registered charity (number 1208937) with the Charity Commission. The charity provides an anonymous way for employees and those who have, or are in a relationship with a blue light employee, to report wrongdoing within the police, fire and ambulance services. The organisation offers support, sign posting guidance, and an anonymous reporting system for victims and those wishing to report issues especially around bullying, in appropriate sexual behaviour and dishonesty. The charity was registered on July 2, 2024, and operates as a Charitable Incorporated Organisation (CIO).

The decision to form the charity arose from a number of horrendous incidents by serving blue light employees encompassing police, ambulance and fire. These include murder by Police officer Wayne Couzens. Multiple rapes by Police Officer David Carrick, the sexual assault of junior paramedic staff by senior colleagues along with allegations of sexism and abusive behaviour towards staff employed in the Fire and Rescue Service.

The charity believes that some or all of the perpetrators may have been stopped earlier if work colleagues, had a means of anonymously reporting cases some of which are no more than their suspicions, to an impartial victim focussed whistle blowing hotline. The fact remains that colleagues did not report them because of strict reporting procedures, the risk of exposure, ridicule and/or retribution from either the perpetrators or getting branded by their management as troublemakers.

Progress

Currently the charity is in start up mode and hopes to become operational during the Spring of 2026. Due to the specialist nature of the charity, the trustees are currently reaching out to blue light organisations starting with the ambulance trusts. Discussions have been held with Crimestoppers, police and crime commissioners, ambulance trusts and the trustees also held an event at the House of Commons to consult Peers and Members of Parliament about setting up the charity.

Meetings

The trustees meet monthly, normally on the last Thursday of each month via Teams and such other times in person or via Teams as required.

Responsibilities

Each trustee has specific responsibilities, please see the section below trustees. In addition, the charity is supported by an external charity consultant and also Mr David Lloyd OBE a former Police and Crime Commissioner who is an external ambassador and is currently assisting the trustees with reaching out to blue light organisations to introduce the Blue Light Whistle Blowers concept.

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Recruitment

Trustees have been appointed on the basis of their interest in the charity, experience of working with blue light organisations and/or specific skillsets. There are plans to appoint further trustees and we envisage some of these names being proposed by the blue light organisations, due to the specialist nature of the charity.

Trustees

Currently the Charity has four trustees, these comprise chair Philip Allott, Guy Phoenix, Katherine Cox and Jas Singh.

Philip Allott is the CEO of a Healthcare business and a legal consultant. A former council group leader, Committee Chair, town mayor and Police, Fire and Crime Commissioner, he is also the author of two books, 'Business to Business Marketing' and 'The Donkeyman'. Responsibilities for the Charity include Chair and external engagement.

Guy Phoenix is the Owner and Group Managing Director of the Fresh Mango Technologies Group of Information Technology companies, with offices in the British Virgin Islands (BVI) and Yorkshire (Leeds, Ripon and Gargrave). He is also the owner of a digital marketing agency in the British Virgin Islands and was a key advisor to several BVI companies in the aftermath of the catastrophic Hurricane Irma in 2017. In recent years an additional focus for Guy and his IT businesses has been cyber security. Responsibilities for the Charity include IT.

Katherine Cox has over 35 years of employment within the education sector, Kathy is an experienced education manager and classroom practitioner. She has expertise within the field of special education and disability and is passionate about supporting the most vulnerable children and young adults in society. Kathy hopes her involvement with the Blue Light Whistle Blower's charity will enable the voices of those affected by bullying and victimisation to be heard. Responsibilities for the Charity include Scrutiny and documentation.

Jasbir Singh is a volunteer engagement specialist, Jasbir has helped organisations to find innovative ways of recruiting and engaging with volunteers. With over two decades worth of experience working with volunteers and voluntary organisations, including volunteering at national and local level for numerous charities. He has also been a member of various panels and advisory groups for charities and other organisations, advising them on how to get the most out of their volunteers and ensure that strong governance is in place to improve the institutional performance of the organisation. Responsibilities for the Charity include Volunteer engagement.

Mission

To promote ethical standards and legal compliance within blue light services by providing an anonymous whistleblowing system.

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Approach

Our aim is to intervene quickly and report wrong doing. This includes working discreetly and collaboratively with individuals and organizations to influence positive change within blue light services to ensure the highest possible ethical standards. As a last resort the Charity will call out blue light organisations where they repeatedly fail to promptly act.

Funding

Funding relies on sponsorship, money from blue light organisations, charity funding bodies and charitable donations. During the course of 2024/2025 a number of charity funding bodies were approached, however so far these requests have not resulted in an additional funding. Conversely, the charity has been successful in getting assistance with free design and printing.

At the current time the charity has limited liabilities arising from the provision of the website and email addresses and holds a credit balance in the current account.

Safeguarding

As a start-up charity, BLWB recognises that all trustees share collective responsibility for safeguarding and risk management.

To support this, Katherine Cox has agreed to act as the lead trustee for safeguarding and risk, working in partnership with the other trustees to put in place appropriate policies and procedures. This will include specific measures to safeguard whistleblowers, who may face workplace harm as a result of making disclosures.

Risk Management

As a startup charity, Blue Light Whistle Blowers has asked Katherine Cox to help put in place in partnership with the other trustees' appropriate risk management policies and procedures for managing any risks. This will include safeguarding for whistle blowers, who could be put at risk of workplace harm as a result of any disclosures.

Public Benefit Statement

The trustees confirm they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

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Registration 1208937

Annual Return 2nd June 2024 to 30th June 2025

Donations

Mrs VAW charitable donation	£1,000
Philip Allott settled a bill direct for Fundraising bids consultancy FD	£500
Subtotal	£1,500

Expenses

20 th February 2025 consultancy FD Fundraising bids Part 1	£700
21 st February 2025 consultancy FD Fundraising bids Part 2	500
Email service Fresh Mango £19.87 per month (April – June 2025)	£59.61
Funding of leaflets HMCA Services Ltd donated	FOC
Subtotal	£1,259.61

Balance held as per June 30 2025	£240.39
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