

02

SAFEGUARDING

Whistleblowing Policy

How staff and specialists raise a concern about wrongdoing, safely and without fear of reprisal.



POLICY OWNER

Director

APPLIES TO

Employees, self-employed specialists, volunteers, contractors

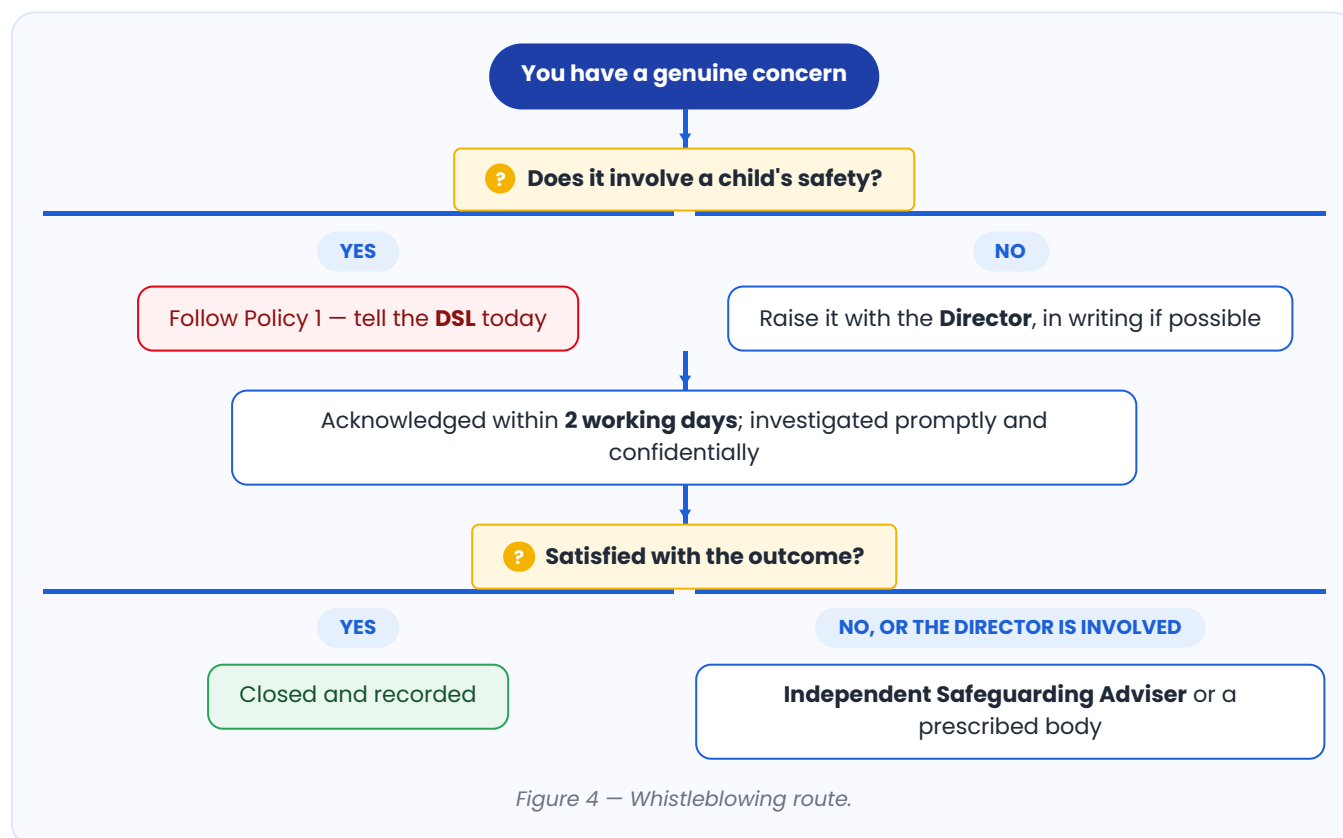
THE ONE RULE TO REMEMBER

Speak up early. You need a reasonable belief, not proof.

1. What counts

A concern made in the public interest that there has been, or is likely to be: a criminal offence; a breach of a legal duty; a danger to anyone's health or safety; sexual harassment; damage to the environment; a miscarriage of justice; or a cover-up of any of these. At our centre this includes fraud or misuse of fees, falsifying registers or results, unsafe premises, and any breach of our safeguarding or data protection rules. Personal grievances about your own pay or contract are not whistleblowing and go through your contract or terms of engagement.

2. How to raise it



3. External prescribed bodies

Nature of concern	Where to go
Child protection	Birmingham LADO; NSPCC Whistleblowing Advice Line 0800 028 0285
Data protection	Information Commissioner's Office (ico.org.uk)
Health and safety	Health and Safety Executive (hse.gov.uk)
Fraud or financial wrongdoing	Action Fraud or HMRC, as appropriate

4. Protection

No one will be dismissed, lose work, or be treated less favourably for raising a genuine concern. Victimising a whistleblower is a disciplinary matter. Knowingly false or malicious allegations will also be treated seriously. Advice is available from the charity Protect (protect-advice.org.uk).