



# PL6 Learning Hub – Whistleblowing Policy

## 1. Policy Statement

PL6 Learning Hub is committed to maintaining the highest standards of safeguarding, integrity, and professionalism. We encourage staff, volunteers, contractors, and associates to raise concerns about any wrongdoing, unsafe practice, or misconduct without fear of reprisal.

Whistleblowing is viewed as a vital part of safeguarding children and protecting the integrity of our provision.

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## 2. Scope

This policy applies to:

- Employees (including tutors and support staff)
- Self-employed contractors and associates
- Volunteers and placement staff

It covers concerns relating to:

- Safeguarding failures or risks to children
- Unsafe or unethical practice
- Criminal activity

- Breaches of statutory duties
- Misuse of funds or resources
- Cover-ups or deliberate concealment of wrongdoing

This policy is **not** intended for personal grievances (see Complaints Policy).

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### 3. Principles

PL6 Learning Hub ensures that:

- All concerns will be taken seriously
  - Whistleblowers are protected from victimisation or retaliation
  - Concerns can be raised confidentially
  - Investigations are handled promptly and fairly
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### 4. How to Raise a Concern

#### Step 1 – Internal Reporting

Concerns should normally be raised with:

- **The Designated Safeguarding Lead (DSL), or**
- **The Director / Centre Manager**

Concerns may be raised:

- Verbally
- In writing (email or letter)

Staff are encouraged to record:

- What happened

- When and where it occurred
  - Who was involved
  - Any witnesses
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## Step 2 – Escalation

If the concern involves senior leadership, or if the whistleblower believes the matter has not been handled appropriately, concerns may be raised externally with:

- The Local Authority Designated Officer (LADO)
  - Ofsted
  - The NSPCC Whistleblowing Helpline
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## 5. Safeguarding Priority

Any concern involving:

- Harm to a child
- Risk of harm
- Safeguarding malpractice

**Must be reported immediately** in line with PL6 Safeguarding and Child Protection procedures.

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## 6. Confidentiality and Protection

PL6 Learning Hub will:

- Protect the identity of whistleblowers wherever possible
- Not tolerate harassment, intimidation, or victimisation

- Treat malicious or knowingly false allegations as a disciplinary matter
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## 7. Record Keeping

All whistleblowing concerns and actions taken will be:

- Recorded securely
  - Stored confidentially
  - Reviewed as part of safeguarding and governance oversight
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## 8. Review

This policy will be reviewed annually or sooner if legislation or guidance changes.

A handwritten signature in black ink, appearing to be 'G. M. B.', written in a cursive style.

20/12/2025

Next Review Date: 20/12/2026