



WHISTLE BLOWING POLICY

Bespoke Learning Ltd.

Monitoring and review

Review	Amendments
Policy created 01.09.2020	
05.01.2021	No changes
14.02.2022	BCP Lado phone number and email address
23.04.2023	Addition of BCP Lado referral form
18.05.2024	Update to the legal framework and an update to the section, 'protecting the whistleblower.'
07.09.2024	Update to the legal framework
31.08.2025	Update to definitions, inclusion of the public Interest Disclosure Act, update to roles and responsibilities. Change of name to Dorset Safeguarding Children Partnership in the section 7.
Next review, 01.09.2026	

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Whistleblowing Policy (confidential reporting)

1. Aim of the policy

The aim of this Policy is to encourage teachers and others who have serious concerns about suspected wrongdoing, malpractice, misconduct or illegal acts or any aspect of the work of Bespoke Learning Ltd, which might harm a child, young person or a vulnerable adult, to come forward and voice those concerns.

Teachers operating under the name of Bespoke Learning Ltd can raise their concerns about suspected wrong-doing, malpractice, misconduct or illegal acts within Bespoke Learning Ltd without fear of victimisation, subsequent discrimination, disadvantage or loss of work from Bespoke Learning Ltd.

Bespoke Learning Ltd views whistleblowing as a positive act that can make a valuable contribution to the company's efficiency and long-term success. It will not be disloyal to teachers who speak up and report suspected wrongdoing, malpractice, misconduct or illegal acts.

This Policy aims to:

- encourage teachers to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice
- provide avenues for teachers to raise those concerns and receive feedback on any action taken
- ensure that teachers receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied
- reassure teachers that they will be protected from possible reprisals or victimisation if they have made a disclosure in good faith.

2. Legal Framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Public Interest Disclosure Act 1998
- Employment Rights Act 1996
- DfE (2023) 'Keeping children safe in education 2025'
- GOV.UK (2012) 'Whistleblowing for employees'
- Sir Robert Francis (2015) 'Freedom to speak up report'

This policy operates in conjunction with the following Bespoke Learning Ltd. policies:

- Health and Safety Policy
- Lone Worker Risk Assessment
- Child Protection and Safeguarding Policy
- Allegations Management policy
- Complaints procedures policy
- Home Visit Risk Assessment

3. Definitions

“Whistleblowing” is when an employee reports suspected wrongdoing, or ‘qualifying disclosures’, at work to their employer.

As outlined by the PIDA, “qualifying disclosures” pertain to when any of the following takes place:

- A criminal offence has been committed, is likely to be committed or is being committed
- A person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject
- A miscarriage of justice has occurred, is occurring or is likely to occur
- The health or safety of any individual has been, is being or is likely to be endangered
- The environment has been, is being or is likely to be damaged
- Information tending to show any matter falling within any of the preceding points has been, is being or is likely to be deliberately concealed

“In the public interest” means that an individual acted outside of their own personal interest – they acted for more than personal gain. It is not necessary for the disclosure to be of interest to the entire public. The following considerations are often used as a test to establish whether something is within the scope of public interest:

- The number of people in the group whose interests the disclosure served
- The nature of the interests and the extent by which individuals are affected by the wrongdoing disclosed
- The nature of the wrongdoing disclosed
- The identity of the alleged wrongdoer

“Blacklisting” refers to an individual who is being refused work because they are viewed as a whistleblower.

“Grievances” involve someone filing a complaint because they personally have been mistreated in some way – the person making the complaint will have a direct interest in the

outcome. It is important to understand the difference between raising a grievance and blowing the whistle.

4. The public Interest Disclosure Act

The Public Interest Disclosure Act 1998 (PIDA) protects teachers who "blow the whistle" where the teacher reasonably believes that the disclosure falls within the remit of the prescribed person or body, and that the information and any allegations are substantially true. Disclosures made under this procedure will be monitored for statistical purposes as required under the PIDA. The details of any disclosure will remain confidential.

Dawn Griffiths, Director of Bespoke Learning Ltd. is the first point of contact for whistleblowing queries. If the allegation is related to Dawn Griffiths, the concern will be raised with the appropriate LADO.

A parent or carer of a young person taught by Bespoke Learning Ltd. or a member of the general public is able to "blow the whistle"; however, the PIDA only protects employees. The 'non-employees' section of this policy includes further details on how whistleblowing affects non-employees.

5. Roles and responsibilities

Dawn Griffiths, Director of Bespoke Learning Ltd. will be responsible for:

- Establishing and agreeing the whistleblowing procedure.
- Monitoring the effectiveness of this policy and undertaking any necessary reviews, e.g. in relation to good practice recommendations or changes in legislation.
- Ensuring all teachers and other stakeholders (e.g. parents/carers, pupils) of Bespoke Learning Ltd. have access to this policy.
- Investigating, in liaison with the headteacher, any concerns that are raised.
- Ensuring this policy provides an open and transparent framework where stakeholders can raise their concerns.
- Taking the necessary action against members of staff following an investigation into any alleged malpractice.
- Ensuring that all concerns raised by whistleblowers are responded to properly and fairly.
- Ensuring that whistleblowing forms part of the teacher behaviour policy as part of a wider approach to having in place appropriate safeguarding policies and procedures.
- Ensuring all teachers have read and understood this policy.
- Receiving, investigating and responding to any concerns that have been raised by stakeholders.
- Being the first point of contact regarding whistleblowing.

Teachers will be responsible for:

- Raising any concerns that meet the definitions in the 'Definitions' section of this policy.
- Being truthful and reasonable with any concerns that they have.
- Not raising malicious or unfounded concerns.

6. What should be reported?

- Any serious concerns that a teacher has about the service provision of Bespoke Learning Ltd.
- Any serious concerns about the conduct of any other teacher operating under Bespoke Learning Ltd. or any other professional, such as a librarian, social worker, mentor, education welfare officer, youth worker or professional or non-professional adult working with children and young people or vulnerable adults.
- Any serious concerns that make a teacher feel uncomfortable in terms of known standards
- The conduct of professionals that fall below established standards of practice
- Improper behaviour

These might relate to:

- conduct which is an offence or a breach of the law (a criminal offence has been committed or failing to comply with any other legal obligation).
- disclosures related to miscarriages of justice.
- racial, sexual, disability or other discrimination.
- health and safety of the public and/or another professional.
- damage to the environment.
- neglect or abuse of children and young people or vulnerable adults, or other unethical conduct.

This list is not exhaustive but serves to describe the types of behaviour which should be reported.

7. How to raise a concern

Parents/carers/members of the public/teachers

Any individual who is worried about the safety or wellbeing of a child or young person who lives in Dorset can contact Dorset's Family Support and Advice Line.

When you call, you can talk about confidentiality and how they are going to use any information you give them.

Dorset's Family Support and Advice Line opening hours:

Monday to Friday: 8am to 10pm

Saturday, Sunday and bank holidays: 9am to 10pm

For out of hours emergencies call: 01305 221000

Family Support and Advice Line: Tel: 01305 228558

Teachers should refer to Bespoke Learning Ltd.'s Management Allegation policy which provides a step-by-step guide of the procedure for raising a concern presented as a flow diagram. They should raise concerns with Dawn Griffiths, Director of Bespoke Learning. Alternatively, they may contact safeguarding services at BCP or Dorset Council, particularly if the concern relates to Dawn Griffiths.

When raising concerns, individuals will express them in writing to Dawn Griffiths. If an individual is raising a concern about her, they should contact the relevant LADO. When individuals raise their concern, they will include the following information as far as possible:

- The background and history of the concern
- Any relevant names, dates and places
- The reasons for the concern

Contact details for LADOs:

BCP LADO for children on 01202 817600 or email LADO@bcp council.gov.uk

BCP The secure email for the service is LADO@bcp council.gov.uk

Adult Safeguarding Concerns BCP (vulnerable adults) - 01202 123654 or email asc.contactcentre@bcp council.gov.uk

Dorset Safeguarding Children Partnership and follow the instructions online or contact the LADO directly 01305 221122 or LADO@dorset council.gov.uk

If a concern is raised with Dawn Griffiths, then she will contact the relevant body within BCP or Dorset council.

8. Protecting the Whistle-blower from harassment and victimisation

This policy has been written to take account of the Public Interest Disclosure Act 1998 which protects workers making disclosures about certain matters of concern, when those disclosures are made in accordance with the Act's provisions and in the public interest.

The Act makes it unlawful for Bespoke Learning Ltd to withdraw teaching from a teacher or allow them to be victimised on the basis that they have made an appropriate lawful disclosure in accordance with the Act.

Bespoke Learning Ltd. recognises that the decision to report a concern can be a difficult one to take, not least because of the fear of reprisal from those responsible for the malpractice. . However, Dawn Griffiths, Director of Bespoke Learning Ltd., will take appropriate action to protect teachers who raise a concern in good faith, even if the complaint is about her.

Teachers are protected in law by the PIDA, which gives them protection from detriment and dismissal where they have made a protected disclosure, providing the legal requirements of the Act are satisfied, e.g. the disclosure was in the public interest.

Additional, independent advice and support for teachers can be accessed at the NSPCC Whistleblowing Advice Line <https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/>

The NSPCC Whistleblowing Advice Line offers free advice and support to professionals with concerns about how child protection issues are being handled in their own or another organisation.

9. Confidentiality

All concerns will be treated in confidence, and every effort will be made not to reveal a whistle-blower's identity if that is their wish.