



Whistleblowing Policy

Scope of policy: All learners, staff and Trustees

Approved by: Senior Leadership Team / Trustees February 2026

Review Date: February 2027

inspire+ is committed to conducting all business with honesty and integrity and we expect our staff to maintain high standards in accordance with all our policies and procedures. All organisations run the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring or to address them when they arise.

The aims of this policy are:

- To encourage staff to report suspected wrongdoing as soon as possible in the knowledge that their concerns will be taken seriously and investigated as appropriate and that their confidentiality will be respected.
- To provide staff with guidance as to how to raise their concerns.
- To reassure staff that they will be able to raise genuine concerns without fear of reprisal, even if the concerns turn out to be mistaken.

What is Whistleblowing:

Whistleblowing is the disclosure of information which relates to suspected wrongdoing, generally a breach of a legal, statutory or regulatory requirement or illegal and immoral behaviour. This includes:

- Breach of legal requirements- e.g. health and safety obligations
- General malpractice, such as immoral, illegal or unethical conduct
- Gross misconduct
- Concerns in relation to bribery
- Breach of any of the charity's policies

If you have any genuine concerns related to the above, you should report it under this policy to either the C.E.O. or the Chair of Trustees.

Protected disclosures:

Certain disclosures are prescribed by law as “qualifying disclosures.” A “qualifying disclosure” means a disclosure of information that you genuinely and reasonably believe is in the public interest and shows that the Charity has committed a “relevant failure” by:

- committing a criminal offence
- failing to comply with a legal obligation
- a miscarriage of justice
- endangering the health and safety of an individual
- sexual harassment (unwanted conduct of a sexual nature, as defined in the Equality Act 2010)
- environmental damage
- concealing any information relating to the above.

These acts can be in the past, present or future, eg a disclosure qualifies if it relates to environmental damage that has happened, is happening, or is likely to happen. The Charity will take any concerns that you may raise relating to the above matters very seriously.

It is immaterial whether the information is confidential. A legal obligation can include a contractual or other civil obligation as well as an obligation under criminal law. Certain instances of wrongdoing as described above under “what is whistleblowing” for example breaches of code of conduct, do not constitute a protected disclosure. You should seek advice if unsure on this point See where to get independent advice below.

The Employment Rights Act 1996 provides protection for workers who “blow the whistle”, where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur. The disclosure has to be “in the public interest.” We encourage you to use the procedure to raise any such concerns.

Should the concern not meet the requirement to be a qualifying disclosure, you should raise this under the Charity’s grievance policy. Where a concern is raised under the whistleblowing policy where it is not appropriate to do so, ie it relates to a personal grievance, the receiving manager will confirm that the matter will be addressed under the grievance policy.

Raising a Whistleblowing Concern

All whistleblowing disclosures will be treated as confidential and will be reported to either the C.E.O or Chair of Trustees.

You should make it clear that you are making a disclosure within the terms of the Charity’s whistleblowing policy. This will ensure the recipient of the disclosure realises this and takes the necessary action and to protect the whistle-blower’s identity.

Following receipt of a disclosure made under this policy, an investigation meeting will be held. The purpose of this meeting is to gather as much information as possible from you regarding your concerns, including whether you have any supporting evidence or can identify any witnesses.

We will aim to keep you informed of the progress of the investigation and its likely timescale. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation or any disciplinary action taken as a result.

After this meeting, the investigating manager will commence a full investigation into the concerns raised. The investigation will aim to gather all relevant information, including relevant documentary evidence or witness statements.

Once the investigation is complete, the investigation manager will write to you confirming the outcome.

You must treat any information about the investigation as confidential. Whilst we cannot guarantee the outcome you are seeking, we will try to deal with your concern fairly and in an appropriate way. By using this policy you can help to achieve this. If you are not happy with the way in which your concern has been dealt with, you can raise it with the trustees of the charity.

Confidentiality

We hope staff will feel able to voice concerns openly under this policy. However, if you want to raise your concerns confidentially, we will make every effort to keep your identity secret. If it is necessary for anyone investigating your concern to know your identity, we will obtain your permission first.

We do not encourage staff to raise concerns anonymously. Proper investigation may be more difficult or impossible if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible. If you are concerned about possible reprisals if your identity is revealed, you should come forward to the C.E.O or Chair of Trustees who will take appropriate measures to preserve confidentiality and your identity. Anonymous concerns will be taken seriously and investigated as fully as is possible. The Charity is not responsible for maintaining anonymity if you have told others of the alleged misdemeanour.

Protection and Support for Whistle-blowers

It is understandable that whistle-blowers are worried about possible repercussions. We aim to encourage openness and will support staff members that raise genuine concerns under this policy, even if they turn out to be mistaken. Inspire+ recognises that whistle-blowers are supported under UK legislation under the Public Interest Disclosure Act.

Everyone who raises matters of concern under this policy are protected against detrimental treatment, up to and including dismissal, because they have made a disclosure.

Bullying, harassment or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable. Anyone found to have acted in such a manner will be subject to disciplinary action.

External Disclosures

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally. In some circumstances it may be appropriate for you to report your concerns to an external body, such as a School Games Organiser. It will never be appropriate to alert the media. We strongly encourage you to seek advice from the C.E.O. or Chair of Trustees before reporting a concern to anyone external.

Where can I get independent advice?

The Independent whistleblowing charity, Public Concern at Work, operates a confidential helpline. They also have a list of prescribed regulators for reporting certain types of concern. Their helpline is on 020 3117 2520. Visit their website here: [Protect's timeline | Protect - Speak up stop harm \(protect-advice.org.uk\)](https://protect-advice.org.uk)

More information on this matter can be found at: [Protected disclosures to the ICO – Whistleblowing | ICO](#)