



Whistleblowing Policy

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Purpose

NiNe Training Limited is committed to maintaining high standards of integrity, safeguarding and compliance.

This policy enables employees and subcontracted staff to raise concerns about wrongdoing, malpractice or unsafe practices in a safe and protected manner.

This policy is aligned with the Public Interest Disclosure Act 1998 (PIDA).

What is Whistleblowing?

Whistleblowing is the disclosure of information that relates to suspected wrongdoing or dangers at work that are in the public interest.

This may include concerns about:

- Safeguarding failures
- Abuse or neglect of learners
- Radicalisation or Prevent concerns
- Fraud or financial misconduct
- Breach of legal obligations
- Health and safety risks
- Covering up wrongdoing
- Misuse of public funds
- Serious misconduct by senior staff or Directors

Whistleblowing is different from a personal grievance. Personal employment concerns should be raised under the Grievance Policy.

Who Can Raise a Concern?

This policy applies to:

- Employees
- Subcontracted staff
- Volunteers
- Agency staff

Learners should raise concerns through the Safeguarding Policy, located in SharePoint.



Protection for Whistleblowers

NiNe Training Limited will:

- Treat disclosures seriously
- Protect individuals who raise concerns in good faith
- Not tolerate victimisation, retaliation or detriment
- Maintain confidentiality where possible

Any individual who victimises a whistleblower may face disciplinary action.

How to Raise a Concern

Internal Reporting

Concerns should normally be raised with:

- The Head of Operations
- A Director
- The Safeguarding Officer of the primary provider (for safeguarding concerns)

If the concern relates to the Head of Operations, it should be raised with a Director.

If the concern relates to a Director, it should be raised with the other Director.

External Reporting

If an individual feels unable to raise concerns internally, or believes the matter is not being addressed appropriately, concerns may be raised with:

- The relevant Local Authority (Safeguarding)
- Estyn
- The Awarding Organisation
- Welsh Government (for funded provision)
- The Police (where appropriate)

Individuals are encouraged to seek advice before making external disclosures.



Contact Information for External Bodies

Protect provide free and confidential advice about whistleblowing rights and safe disclosure routes

Contact number: 020 3117 2520

[Protect - Whistleblowing Homepage](#)

ACAS provide employment-related advice

Contact number: 0300 123 1100

[Acas | Making working life better for everyone in Britain](#)

Citizens Advice for general legal guidance and support

[Citizens Advice](#)

How Concerns Will Be Handled

Upon receiving a disclosure:

- The concern will be acknowledged promptly
- An appropriate investigation will be undertaken
- Safeguarding referrals will be made where necessary
- The whistleblower will be informed of the outcome where appropriate

All matters will be handled confidentially and proportionately.

Malicious Allegations

If a disclosure is made maliciously or knowingly false, this may be addressed under the Disciplinary Policy.

However, raising a concern in good faith that is not upheld will not result in disciplinary action.



Record Keeping

Records of whistleblowing concerns will be stored securely within the restricted-access safeguarding or HR area of the NiNe SharePoint system.

Review

This policy will be reviewed annually in July or earlier, where legislative or safeguarding guidance changes.