

Whistle Blowing

For Staff and Volunteers

What is a whistleblower

You're a whistleblower if you're a worker and you report certain types of wrongdoing. This will usually be something you've seen at work - though not always.

The wrongdoing you disclose must be in the public interest. This means it must affect others, eg. the general public.

As a whistleblower you're protected by law - you shouldn't be treated unfairly or lose your job because you 'blow the whistle'.

You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

Complaints that count as whistleblowing

You're protected by law if you report any of the following:

- a criminal offence, eg fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, eg doesn't have the right insurance
- you believe someone is covering up wrongdoing

Complaints that don't count as whistleblowing

Personal grievances (eg bullying, harassment, discrimination) aren't covered by whistleblowing law, unless your particular case is in the public interest.

Report these under your employer's grievance policy.



Contact the Advisory, Conciliation and Arbitration Service (Acas) for help and advice on resolving a workplace dispute.

National Websites to Support and Reference:



Government Website: www.gov.uk/whistleblowing/what-is-a-whistleblower

Citizens Advice Bureau: <https://www.citizensadvice.org.uk/health/nhs-and-social-care-complaints/whistleblowing-how-a-staff-member-can-report-a-problem-in-the-nhs-or-an-adult-social-care-service/>

Call: 020 7404 6609

E-mail: whistle@pcaw.co.uk (enquiries); helpline@pcaw.co.uk (helpline)

Whistle Blowing Helpline: <http://wbhelpline.org.uk/>

Call: 08000 724 725

NSPCC: <https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/>

Call [0800 028 0285](tel:08000280285)

Email help@nspcc.org.uk

West Berkshire Council: <http://www.westberkslscb.org.uk/guidance-procedures/ofsted-policy-and-guidance-for-whistleblowers/>

Call: **01635 503090**

If you think a child is in immediate danger

Don't delay – call the police on **999**