



# WHISTLEBLOWING POLICY

Seaside Learning Ltd

May 2024

# Whistleblowing Policy (confidential reporting)

## 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 Seaside 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 Seaside Learning Ltd can raise their concerns about suspected wrongdoing, malpractice, misconduct or illegal acts within Seaside Learning Ltd without fear of victimisation, subsequent discrimination, disadvantage or loss of work from Seaside Learning Ltd.

Seaside 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.

## What should be reported?

- Any serious concerns that a teacher has about the service provision of Seaside Learning Ltd.
- Any serious concerns about the conduct of any other teacher operating under Seaside 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.

### **How to raise a concern**

Teachers should refer to Seaside 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 James Lumber, Director of Seaside Learning. Alternatively, they may contact safeguarding services at BCP Council, particularly if the concern relates to James Lumber.

If the concern of suspected wrongdoing, malpractice, misconduct or illegal acts is regarding a child or young person within the ages of 0-18 years old then the LADO should be contacted. If the concern is regarding a vulnerable adult, then Adult Safeguarding should be contacted. The contact details are:

- BCP LADO for children on 01202 817600 or email [LADO@bcpcouncil.gov.uk](mailto:LADO@bcpcouncil.gov.uk)
- BCP The secure email for the service is [LADO@bcpcouncil.gov.uk](mailto:LADO@bcpcouncil.gov.uk)
- If you believe the child is at risk of significant harm, you should also contact children's social care as a priority. Multi-Agency Safeguarding Hub (MASH) for concerns involving children. First response team: 01202 123 334  
or email: [childrensfirstresponse@bcpcouncil.gov.uk](mailto:childrensfirstresponse@bcpcouncil.gov.uk)  
out of hours' team: 01202 738 256
- Adult Safeguarding Concerns BCP (vulnerable adults) - 01202 123654  
or email: [asc.contactcentre@bcpcouncil.gov.uk](mailto:asc.contactcentre@bcpcouncil.gov.uk)
- Referral form to BCP LADO Service: <https://www.bcpcouncil.gov.uk/children-young-people-and-families/LADO/Docs/LADO-Referral-Form.pdf>
- DORSET If the concern is for a young person or vulnerable adult contact the Children's Advice and Duty Service ChAD on 01305 228866  
or email: [eastlocality@dorsetcouncil.gov.uk](mailto:eastlocality@dorsetcouncil.gov.uk)

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

## **Protecting the Whistle-blower**

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 Seaside 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.

Throughout this process teachers will be given full support from James Lumber, Director of Seaside Learning Ltd. Their concerns will be taken seriously. Additional, independent advice and support for teachers can be accessed at the NSPCC Whistleblowing Advice Line <https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/report/report-abuse-online/>

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.

### **Confidentiality**

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