



REACHING OUTCOMES USING TAILORED EDUCATION & SKILLS

# WHISTLE BLOWING POLICY

## 2025-26

<b>Approved by:</b>	Mr Daniel Luford (Director) Mr Nick Lyons (Director)	<b>Date:</b> 01/04/23
<b>Last reviewed on:</b>	Review 31/08/25	
<b>Next review due by:</b>	31/08/26 (reviews may take place in response to safeguarding concerns)	

## Introduction

The aim of this policy is to encourage tutors/ mentors and other staff members associated with Routes Learning Ltd to express concerns regarding suspected wrongdoing, malpractice or misconduct which may harm or put a Young Person in danger.

Tutors and Mentors working for Routes Learning Ltd can raise concerns they have associated with suspected wrong-doing, malpractice, misconduct or illegal acts without fear of discrimination, disadvantage or loss of work.

Routes Learning Ltd encourages the highest standards of professionalism from all Tutors and Mentors so therefore sees whistleblowing as an important component in maintaining these.

### **Aims of policy:**

- Encourage Tutors and Mentors to feel confident in raising serious concerns at the earliest opportunity and to question and act upon concerns about practice
- To provide clear pathways for Teachers and Mentors to follow in raising concerns and provide feedback on any action taken
- 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 concerns that a Tutor or Mentor has about the service provision of Routes Learning Ltd.
- Any serious concerns about the conduct of any other Tutor or Mentor within the organisation.
- Any serious concerns that make a Tutor or Mentor feel uncomfortable in terms of known standards.
- The conduct of professionals that fall below established standards of practice within Routes Learning Ltd.
- Improper behaviour.

### **These may include:**

- 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
- The deliberate concealment relating to any of the matters listed above

The list above is not exhaustive but should act as a guide to the types of behaviours that should be reported.

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

Teachers and Mentors should refer to Routes Learning Ltd.'s Managing Allegations policy which provides a step-by-step guide of the procedure for raising a concern. They should raise concerns with either Nick Lyons or Daniel Luford, Directors of Routes Learning Ltd. If the concern relates to either of these individuals, then contact Safeguarding Services at BCP council.

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 below.

- 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-youngpeople-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)

### **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 Routes Learning Ltd to withdraw teaching/ mentoring from a teacher/ mentor, 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 and mentors will be given full support from the company directors at Routes 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-abuseonline/>

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.