

Whistleblowing Policy

Welcome Skills Limited operates a whistleblowing policy which encourages a culture of openness within our organisation and aims to prevent malpractice. With the introduction of the Public Interest Disclosure Act 1998, all workers now have legal protection from any form of retribution, victimisation or detriment as a result of publicly disclosing certain serious allegations of malpractice. The policy will apply in cases where a staff member genuinely and in good faith believes that one of the following sets of circumstances is occurring, has occurred or may occur within their line of duty:

- A criminal offence has been committed, is being committed or is likely to be committed
- That a person has failed, is failing or is likely to fail with any legal obligation to which he or she is subject
- That a miscarriage of justice has occurred, is occurring or is likely to occur
- That the health and safety of any individual has been, is being or is likely to be endangered
- That the environment has been, is being or is likely to be damaged
- That information tending to show any matter falling within any one of the preceding paragraphs has been, is being or is likely to be deliberately concealed

Anyone who wishes to raise or discuss any issues, which might fall into any of the above category, should contact their line manager in the first instance who will treat the matter in strictest confidence. If this is not appropriate, they should contact the Centre Manager. All complaints will be viewed seriously and treated confidentially.

This policy can also be seen within the Safe Learner Policy.

This policy is maintained at each operating site.

Signed:-



Kulsum Hussin
March 2014

DOCUMENT NAME/LOCATION	Date Produced	Version Number	Authorised By:	Document review date
Whistleblowing Policy	Apr 2019	3	K.Hussin	Apr 2020