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AUTHOR	D Hankey
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Quality Assurance Policies & Procedures

SAFEGUARDING AND PREVENT POLICY

CHILD AND VULNERABLE ADULT PROTECTION

Appendix 0

Whistleblowing

Whistleblowing is an important part of safeguarding and of “doing the right thing” in the workplace. It includes reporting misconduct, illegal acts, unethical behaviour, unsafe practice, or concerns that safeguarding arrangements are not being followed.

Safeguarding is everyone’s responsibility. Staff must act immediately and must not delay if they have concerns about potential harm, abuse, neglect, exploitation, malpractice, unsafe practice, or the way in which safeguarding concerns are being managed. Concerns should be raised in accordance with the College’s safeguarding and whistleblowing procedures. The following policies will be applied as appropriate:

- Code of Conduct for Employees [QAP 4.3.17]
- Employee Disciplinary Procedure [QAP 4.3.4]
- Managing Allegations Against People who Work with Children or Who Are in a Position of Trust [QAP 3.12]
- Personal Relationships Policy [QAP 4.4.14]
- Whistleblowing Policy [QAP 4.3.14]

Any concern about safeguarding practice should be reported without delay to the Designated Safeguarding Lead (DSL) or a Deputy DSL. Concerns or allegations about a member of staff, supply staff member, volunteer or contractor must be reported through the College’s procedure to the Principal; concerns about the Principal must be reported to the Chair of Governors. This includes concerns that may appear minor or may not meet the harm threshold.

Where a member of staff feels unable to raise a safeguarding concern internally, or believes that a concern is not being addressed, they may contact the NSPCC Whistleblowing Advice Line on 0800 028 0285. If a child is in immediate danger or at risk of immediate harm, contact the police on 999.