

MIAG



Whistle-Blowing Policy

Ratified by Chair of Govs:

Signed by 

Date 

Policy Statement:

MIAG (Meeting Individual Aspirations & Goals) is committed to the highest standards of openness, integrity, and accountability. We encourage staff, volunteers, and others connected with the organisation to report any serious concerns (whistleblowing) about wrongdoing, risk, or malpractice.

This policy is in place to:

- ↳ Promote transparency
- ↳ Protect whistleblowers from victimisation
- ↳ Ensure concerns are properly investigated

Definition of Whistleblowing:

Whistleblowing is when a person raises a concern about a danger, risk, wrongdoing, or illegal activity that affects others (e.g. learners, staff, the public). It is not the same as a personal grievance, which should be addressed through the complaints or grievance policy.

Examples of Whistleblowing Concerns:

Concerns may include:

- ↳ Safeguarding failures or abuse
- ↳ Health and safety risks
- ↳ Financial misconduct or fraud
- ↳ Criminal offences
- ↳ Failure to comply with legal or regulatory obligations
- ↳ Discrimination or unethical behaviour
- ↳ Low level concerns around staff

Safeguarding First:

If the concern involves the **safety or welfare of a child or vulnerable person**, it must be reported immediately to the **Designated Safeguarding Lead (DSL)** or Deputy DSL, following MIAG's **Safeguarding & Child Protection Policy**.

Who Can Raise a Concern?

- ↳ Employees
- ↳ Volunteers
- ↳ Agency staff
- ↳ Contractors
- ↳ Others working on behalf of MIAG

How to Raise a Concern:

You can raise your concern in person, in writing, or via email.

First contact:

- ↳ Your Line Manager or Senior Staff Member
- ↳ **If not appropriate or unresolved then escalate to:**
- ↳ ALP Centre Manager
- ↳ **If serious or involving senior leadership then escalate to:**
- ↳ Chair of the Management Committee
- ↳ **External advice (if needed):**
- ↳ NSPCC Whistleblowing Advice Line: 0800 028 0285
- ↳ Ofsted Whistleblowing Line: 0300 123 3155

Concerns should be raised as soon as possible and include as much detail as available.

Confidentiality and Protection:

- ↳ MIAG treats all whistleblowing disclosures seriously and sensitively
- ↳ Whistleblowers' identities will be kept confidential where possible
- ↳ MIAG does not tolerate victimisation and will protect whistleblowers from harassment or retaliation
- ↳ Whistleblowers are not expected to prove the wrongdoing, but must raise genuine concerns in good faith

Investigation Process:

- ➡ The concern will be acknowledged within 5 working days
- ➡ An investigation will be carried out within 20 working days, where possible
- ➡ Where appropriate, findings will be shared with the whistleblower
- ➡ Action will be taken if wrongdoing is found, and relevant authorities will be notified if needed

Reporting Process:

The designated safeguarding lead (DSL) is responsible for reporting to the LADO and/or Disclosure and Barring Service (DBS) when there are safeguarding concerns involving staff or volunteers who have caused harm or posed a significant risk to individuals. This includes making a referral if staff or volunteers have been dismissed or removed from the organisation and work directly with children and adults at risk.

Unfounded or Malicious Allegations:

- ➡ Allegations made in good faith, even if not proven, will not result in any disciplinary action
- ➡ However, false or malicious allegations may lead to disciplinary measures

Monitoring and Review:

- ➡ MIAG's leadership will monitor all whistleblowing concerns to ensure effective outcomes and improvement
- ➡ This policy is reviewed [annually](#) and updated as required by legal or regulatory changes