

Whistleblowing Policy — Public Version

1. Purpose

Second Chances Intervention CIC (SCI) is committed to maintaining the highest standards of conduct, safeguarding and professional practice. This policy explains how staff, volunteers, partners and professionals can raise concerns about wrongdoing, unsafe practice or misconduct within SCI.

Whistleblowing protects children, young people, staff and the integrity of our organisation.

2. Our Commitment

SCI ensures that all whistleblowing concerns are:

- Taken seriously
- Treated confidentially
- Investigated promptly and fairly
- Managed without victimisation or disadvantage
- Used to strengthen safeguarding and organisational practice

We encourage staff and partners to speak up early if something does not feel right.

3. What Counts as Whistleblowing

Whistleblowing includes concerns about:

- Safeguarding risks or unsafe practice
- Neglect, exploitation or harm
- Professional misconduct
- Breaches of confidentiality or data protection
- Fraud, corruption or financial irregularities
- Criminal behaviour

- Serious breaches of SCI policies
- Any behaviour that places children, young people or staff at risk

This policy is not for general complaints — those should follow the SCI Complaints Policy.

4. Who Can Raise a Whistleblowing Concern

- SCI staff
- Volunteers
- Contractors
- Partner organisations
- Schools, PRUs, APs and academy trusts
- Local authority professionals
- Any individual who becomes aware of serious wrongdoing connected to SCI's work
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5. How to Raise a Concern

Concerns can be raised confidentially via:

 **Email:** allison@scintervention.co.uk

 **Post:** Second Chances Intervention CIC, (insert address)

If the concern relates to safeguarding, it will be immediately passed to the Designated Safeguarding Lead (DSL) and managed under SCI's Safeguarding Policy.

6. Confidentiality

SCI will protect the identity of whistleblowers wherever possible. Information is only shared where necessary to investigate the concern or safeguard a child or young person.

7. How SCI Responds

SCI will:

1. Acknowledge the concern
2. Assess the level of risk
3. Decide whether a formal investigation is required
4. Gather relevant information
5. Take appropriate action
6. Provide feedback where possible

Where concerns involve criminal behaviour, SCI will notify the appropriate authorities.

8. Protection for Whistleblowers

SCI does not tolerate:

- Victimisation
- Retaliation
- Bullying
- Negative treatment of any kind

Raising a concern in good faith will never result in disadvantage.

9. External Reporting

If a whistleblower feels unable to raise a concern internally, they may contact:

- The Local Authority Designated Officer (LADO)
- Ofsted
- The Police
- The Charity Commission (if relevant)

10. Review

This policy is reviewed annually or sooner if required by legislation or safeguarding partners.