




Name of policy	Reviewed by	Signed	Date reviewed	Date for next review
Whistleblowing	Jade Sloan		5/5/26	May 2027

Whistleblowing Policy

Blackbird Creative Arts Ltd

1. Introduction

Blackbird Creative Arts Ltd is committed to the highest standards of openness, probity, and accountability. In line with Keeping Children Safe in Education (KCSIE) 2025, we encourage staff, volunteers, and contractors to raise serious concerns about any aspect of our provision, particularly regarding the safeguarding and welfare of our students, rather than overlooking them for fear of repercussions.

2. Purpose and Scope

This policy applies to all individuals working for or on behalf of Blackbird Creative Arts Ltd. "Whistleblowing" is the disclosure of information which relates to suspected wrongdoing or dangers at work. This includes:

A criminal offence (e.g., fraud).

A failure to comply with any legal obligation.

Endangering the health and safety of any individual (especially a child).

A breach of our Safeguarding and Child Protection Policy.

The deliberate concealment of any of the above.

Note: Personal grievances (e.g., bullying, harassment, or discrimination regarding an employee's own employment) are not covered by whistleblowing law and should be addressed under our standard grievance procedures.

3. Protection and Confidentiality

Under the Public Interest Disclosure Act 1998, staff have statutory protection if they raise concerns in the public interest.

We are committed to ensuring that no member of staff will suffer detrimental treatment, victimisation, or retaliation as a result of raising a genuine concern.

We will treat all disclosures confidentially and will do our best to protect the identity of the whistleblower if requested, though this cannot always be guaranteed if a formal investigation or legal proceedings are required.

4. How to Raise a Concern Internally

Step 1: In the first instance, staff should raise concerns with the Designated Safeguarding Lead (DSL) or the Company Director (Jade Sloan). This can be done verbally or in writing.

Step 2: The DSL/Director will arrange a meeting to discuss the concern, take notes, and inform the whistleblower of what action will be taken next (e.g., an internal investigation or a referral to external authorities).

5. How to Escalate a Concern Externally

If a staff member feels that their concern has not been handled appropriately internally, or if the concern is *about* the DSL or Company Director and they feel unable to report it internally, they have a statutory duty to escalate the matter externally.

Staff should contact the following authorities:

The Local Authority Designated Officer (LADO): For concerns regarding the conduct of an adult working with children. *(Staff should search for the Darlington Borough Council LADO contact details).*

The NSPCC Whistleblowing Advice Line: For independent safeguarding advice or to report a concern externally.

Phone: 0800 028 0285

Email: help@nspcc.org.uk

Ofsted: For broader concerns about the provision's regulatory compliance.

Phone: 0300 123 3155