



WHISTLEBLOWING POLICY

POLICY AUTHOR: Parul Dix

POSITION HELD: MANAGER

ORIGINAL DATE OF COMPLETION: MARCH 2021

DATE, NAME, SIGNATURE OF TRUSTEES RATIFYING POLICY: 08/01/25

DATE	NAME	SIGNATURE
08/01/25	Parul Dix	PD

REVIEW DATE: 7th January 2026

The SWAN Youth Project promotes a culture that allows staff to feel comfortable about sharing information about concerns they may have about the behaviour of a colleague. In the event of a concern, the employee, volunteer should follow the SWAN's escalation process:

1. Speak to the Manager, Parul Dix regarding your concern (if appropriate). If your concern relates to the Manager please email the Safeguarding Lead Sandra Swarbrick at sandra@swanyouthproject.co.uk marking it urgent.
2. If unresolved, speak to the Manager & Trustee – Sandra Swarbrick with an additional Trustee present
3. If you remain dissatisfied, you can contact the Whistleblowing advice line for advice. The NSPCC launched a government funded Whistleblowing Advice Line which offers free advice and support to

professionals with concerns about how child protection issues are being handled in their own or another organisation. The Whistleblowing Advice Line was commissioned by the Home Office. It is a direct response to the recommendation for "a new whistleblowing national portal for child abuse related reports" set out in the Government's Tackling child sexual exploitation report.

If you think an employee or volunteer is putting children at risk, even if you're not certain, you can call them to talk through your concerns.

Worried about a child?

If you're worried about a child, even if you're unsure, contact our helpline to speak to one of our counsellors. Call us on [0808 800 5000](tel:08088005000), email help@nspcc.org.uk or fill in our [online form](#).

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

What is whistleblowing?

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within their organisation. Raising a concern is known as "blowing the whistle" and is a vital process for identifying risks to people's safety. Sharing information or talking through a concern can be the first step to helping an organisation identify problems and improve their practices.

What happens when you contact them?

One of the call handlers will connect you with a trained practitioner. They will discuss your concerns with you and:

- talk you through the whistleblowing process
- take details of your concern
- explain the protection available to you if you need it
- get relevant agencies and authorities to take action on your concern

You don't have to tell them who you are if you don't want to - you can remain anonymous. If you do give us your name and contact details, you can request that they do not to share these with other agencies.

What the law says about whistleblowing

A disclosure must be about something that affects the general public, like:

- a criminal offence has been committed, is being committed or is likely to be committed
- a legal obligation has been breached
- there has been a miscarriage of justice
- the health or safety of any individual has been endangered
- the environment has been damaged
- information about any of the above has been concealed.

This is set out in the Public Interest Disclosure Act 1988. The Act applies to England, Scotland and Wales.

You can find out more about whistleblowing on the [GOV.uk website](https://www.gov.uk/whistleblowing).