



WHISTLEBLOWING POLICY

Reviewed by	Paul Shepherd
Signed off by	Gary Whaites
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Review Date	January 2027

Whistleblowing Policy

Date Reviewed: January 2026

Next Review: January 2027

Lead Responsible: Paul Shepherd

1. Policy Statement

- NSPP is committed to openness, accountability and ethical practice across all areas of delivery.
- All staff; learners and stakeholders are encouraged to raise **genuine** concerns without fear of retaliation.
- This policy aligns with the Public Interest Disclosure Act 1998 (PIDA), KCSIE and ESFA expectations.

2. Scope

- This policy applies to employees, assessors, contractors, volunteers, delivery partners and learners.
- It covers concerns raised in the public interest relating to NSPP activity or delivery.

3. Concerns That May Be Raised

- Fraud, financial malpractice or misuse of funding.
- Safeguarding failures or learner welfare concerns.
- Health and safety breaches.
- Discrimination, harassment or unethical conduct.
- Deliberate concealment of wrongdoing.

4. Reporting Concerns

- Concerns should normally be raised with Paul Shepherd or Angela Black.
- If concerns relate to senior leadership, concerns may be raised externally through the ESFA, ICO or NSPCC whistleblowing line.
- Anonymous concerns will be considered where possible.

5. Investigation Process

- All concerns will be acknowledged promptly.
- Investigations will be conducted fairly, sensitively and confidentially.
- Where appropriate, outcomes and actions will be communicated to the individual raising the concern.

6. Protection for Whistleblowers

- NSPP will not tolerate victimisation or retaliation against any individual raising a genuine concern in good faith.
- Malicious or knowingly false allegations may result in disciplinary action.

7. Monitoring and Review

- The Senior Management Team will review whistleblowing concerns and trends annually.
- This policy will be reviewed annually or following significant incidents or legislative changes.