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| Policy Reviewed: | November 2025 |
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| Date of next review: | November 2028 |

Whistleblowing Policy

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1. Purpose

1.1 To provide a clear and accessible mechanism specifically aligned to the Hampshire region for raising concerns in the public interest.

1.2 To ensure that when workers of Plan B AP CIC have concerns about wrongdoing, they can report those concerns to appropriate local/regional contacts in addition to internal channels.

1.3 To reinforce the organisation's commitment to integrity, openness, and protection of workers, particularly in the Hampshire context.



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2. Scope

2.1 This provision applies to all employees, committee members, consultants, contractors, volunteers, work placement students, casual workers and agency workers of Plan B AP CIC who operate or engage in activities within Hampshire (or are based in Hampshire).

3. Local Reporting Channels – Hampshire

3.1 **Internal first step:** As per the main policy, concerns should first be raised internally with the Designated Safeguarding Lead (DSL) at Plan B AP CIC.

3.2 **Local external escalation (Hampshire):**

- If internal reporting is not possible or appropriate (e.g., the DSL is implicated), or if the response is unsatisfactory within the specified timeframe, the matter may be escalated to the following Hampshire-based contacts:
 - Hampshire Safeguarding Children Partnership (HSCP) – for safeguarding concerns involving children. hampshirescp.org.uk
 - Local Authority Designated Officer (Hampshire) (LADO) – for allegations involving staff behaviour/safeguarding. hampshire-pcc.gov.uk
 - Regional regulator or local authority oversight for other types of wrongdoing (health and social care, environment, etc.).
- 3.3 The policy will provide current telephone numbers and contact details for these services in Hampshire and will be kept updated.

4. Timeframes & Feedback for Hampshire Provision

4.1 The organisation will endeavour to acknowledge receipt of a concern raised via the local Hampshire provision within **7 working days**.

4.2 A further update or decision will be communicated to the person who raised the concern no later than **one month** from acknowledgement (unless exceptional circumstances require a longer timeframe) and reasons for delay will be provided.

4.3 The organisation will record the case, monitor progress, and ensure linkage with local/regional oversight bodies as needed.

5. Safeguarding & Local Context

5.1 Given that the organisation operates in Hampshire and engages with children and young people (or services where children are present), the policy emphasises that safeguarding concerns must never wait for normal procedures but should be reported **immediately** to internal DSL or directly to the local safeguarding body in Hampshire.

hampshire-pcc.gov.uk

5.2 For concerns about staff behaviour, misconduct or safeguarding in Hampshire, the local LADO or equivalent must be engaged in line with regional safeguarding protocols. hants.gov.uk



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6. Confidentiality, Anonymity & Non-Silencing

6.1 Workers may request confidentiality; names will be kept anonymous except when disclosure is required for investigation, in which case discussion and consent (where possible) will be sought.

6.2 While anonymous reports will be accepted, the organisation emphasises that providing name/contact normally allows for fuller investigation and better protection.

6.3 **Non-Silencing:** Any confidentiality agreement or settlement which seeks to prevent a worker making a protected disclosure under the Public Interest Disclosure Act 1998 (PIDA) will not prevent the worker from making the disclosure, and such clauses will not override the worker's legal rights.

7. Protection from Detriment & Retaliation – Hampshire Focus

7.1 In line with PIDA and employment law, no worker who raises a genuine concern (in the public interest) will be dismissed, subjected to disciplinary action, or otherwise disadvantaged in their employment or engagement.

7.2 The organisation will monitor for any indirect negative impact (e.g., exclusion from meetings, withholding opportunities) and treat these as potential retaliation.

7.3 The organisation also notes that any confidentiality clauses or non-disclosure agreements (NDAs) will not interfere with a worker's right to raise a protected disclosure under PIDA.

8. Training & Review – Hampshire Local Provision

8.1 The organisation will provide training for all relevant staff (especially those based in or operating in Hampshire) on how to raise concerns through the local provision and how investigations will interact with local/regional bodies.

8.2 The local provision will be reviewed at least every **12 months**, with special regard to local/regional changes in Hampshire law, regulation or safeguarding practice.

8.3 Feedback from cases handled via the Hampshire provision will be used to inform policy improvements and staff communications.



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9. Contact Details (Hampshire)

9.1 Internal Contact at Plan B AP CIC

- Designated Safeguarding Lead (DSL): John Gillard - johnng@theplan-b.org 07973 838858

9.2 Regional/Local Hampshire Contacts

- Hampshire Safeguarding Children Partnership (HSCP) – Public concerns: 0300 555 1384 (Mon–Fri) hampshirescp.org.uk+1
- Out of hours children's services: 0300 555 1373 hants.gov.uk+1
- Professionals line for urgent child protection: 01329 225 379 hampshirescp.org.uk
- Local Authority Designated Officer (LADO) – Telephone: 01962 876 364 (children's workforce allegations) home-start-winchester.org.uk+1
- Modern Slavery Helpline: 0800 0121 700 (national)

10.3 Other External Contacts

- Independent Whistle-blowing Charity – Protect: 020 7404 6609
- NSPCC Whistle-blowing Helpline: 0800 028 0285 (Mon–Fri, 08:00–20:00)
- Emergency: 999