

# SPM Development Services Ltd

## Whistleblowing Policy

**Reviewed and Updated:** September 2025

**Next Review:** September 2026, or sooner if statutory guidance changes.

### Purpose

We want all staff to feel confident in raising concerns about poor practice, wrongdoing, or safeguarding failures. This policy explains how staff can do this and how they will be supported.

### Scope

This policy applies to all staff, tutors, contractors, and volunteers. It covers concerns about malpractice, illegal acts, poor safeguarding practice, or risks to children and young people.

### What to Report

Concerns may include:

- Safeguarding failures or unsafe practice
- Unsafe practice in homes or online
- Fraud, malpractice, or mismanagement
- Breaches of law, policies, or statutory guidance
- Any risk to the welfare of children and young people

### How to Report

- Concerns should normally be raised with the Designated Safeguarding Lead (DSL):  
DSL: Simon Piper-Masha  
Email: [simon@spmdevelopmentservices.co.uk](mailto:simon@spmdevelopmentservices.co.uk) | Tel: 07787 530009
- If the concern involves the DSL, staff should contact the commissioning local authority, the Local Authority Designated Officer (LADO), or the NSPCC Whistleblowing Helpline (0800 028 0285).
- Concerns can be raised verbally or in writing and should be reported as soon as possible.

### Protection for Whistleblowers

- Staff raising concerns in good faith will not face victimisation, dismissal, or detriment.
- Confidentiality will be respected as far as possible.
- This policy links to the Public Interest Disclosure Act 1998.

## Policy Review

This policy will be reviewed annually, or sooner if statutory guidance changes.