

# Whistleblowing Guidance

## 1 Should I blow the whistle?

Whistleblowing is when one colleague reports another for an alleged wrongdoing. Typically, that concern will be related to something that has happened at work; it should always be in the public interest.

## 2 Can I report internally?

A whistleblowing disclosure should be made to your headteacher, a senior leader, chair of governors, or other designated individual.

## 3 Can I report externally?

You can blow the whistle to a legal advisor, your local MP or any other 'prescribed person'. Rarely will any whistleblowing reports made directly to the media be protected under whistleblowing law.

## 4 How do I make a disclosure?

You can make a disclosure verbally or in writing; you do not need evidence to make a disclosure. You can report anonymously but if it leads to an investigation, it is helpful if those investigating can contact you.

## 5 What action will be taken?

There is no standard response time or manner for actioning whistleblowing complaints. If you made your disclosure externally, the body or person to whom you made the report will have their own procedure which can normally be found on their website.

## 6 What happens if I am treated unfairly following a disclosure?

The Public Interest Disclosure Act (1998) protects whistleblowers from negative treatment or unfair dismissal. If you feel you have been treated unfairly following a disclosure, you may choose to speak to the NSPCC on The Whistleblowing Advice Line **0800 028 0285** or to Protect, a UK-based charity dedicated to whistleblowing cases, on **020 3117 2520**

**Disclaimer:** This resource is provided for informational purposes only. It is your responsibility to ensure that the information this resource contains is appropriate to use in your situation.



**Whistleblowing:  
Guidance for  
Head Teachers**