

Whistleblowing Policy – Combat Classroom

1. Purpose

Combat Classroom is committed to maintaining the highest standards of safeguarding, professionalism, and integrity in all aspects of its alternative provision. This policy provides a clear framework for staff, volunteers, and stakeholders to raise concerns about malpractice, safeguarding risks, or wrongdoing in a safe and confidential manner.

The aim of this policy is to:

- Encourage individuals to report concerns without fear
- Ensure concerns are taken seriously and addressed appropriately
- Promote a culture of openness, transparency, and accountability
- Safeguard the welfare of young people at all times

2. Scope

This policy applies to all:

- Staff (paid and voluntary)
- Contractors and partner organisations
- Visitors and external stakeholders

It covers concerns including (but not limited to):

- Safeguarding concerns involving children or vulnerable individuals
- Poor or unsafe practice
- Abuse of position or trust
- Criminal activity
- Health and safety risks
- Attempts to conceal any of the above

3. Safeguarding Priority

At Combat Classroom, safeguarding is paramount. Any concern that a young person is at risk of harm must be reported immediately in line with safeguarding procedures.

If a child is in immediate danger, individuals must contact emergency services by calling **999**.

For safeguarding concerns within Stockport, referrals can be made to the Multi-Agency Safeguarding and Support Hub (MASSH):

- Telephone: **0161 217 6028** (during working hours) ([Stockport Council](#))
- Out of hours: **0161 718 2118** ([Stockport Council](#))

4. What is Whistleblowing?

Whistleblowing is the act of reporting concerns about wrongdoing or risks within an organisation that may harm others or undermine standards of care and safety.

This includes concerns that may not directly affect the individual raising them but are in the public interest.

5. How to Raise a Concern

Internal Reporting

Where possible, concerns should first be raised internally with:

- The Designated Safeguarding Lead (DSL)
- A senior member of staff or management

Concerns can be raised:

- Verbally
- In writing
- Anonymously (where preferred)

All concerns will be treated seriously, recorded, and responded to appropriately.

6. External Reporting (Stockport-Specific Contacts)

If an individual feels unable to raise a concern internally, or believes it has not been addressed appropriately, they can contact external agencies:

Stockport Council – Children’s Services / MASSH

- Telephone: **0161 217 6028** ([Stockport Council](#))

Adult Social Care (if concern relates to adults)

- Telephone: **0161 217 6029** ([Stockport Council](#))

General Stockport Council Switchboard

- Telephone: **0161 474 4949** ([Stockport Council](#))

Police

- Emergency: **999**
- Non-emergency: **101**

Concerns about individuals in positions of trust can also be escalated through safeguarding partnerships within Stockport.

7. Confidentiality and Protection

Combat Classroom is committed to ensuring that:

- All whistleblowers are treated with respect
- Concerns are handled confidentially wherever possible
- Individuals are protected from victimisation or retaliation

No individual will suffer any detriment for raising a genuine concern, even if it is later found to be unsubstantiated.

8. Malicious or False Allegations

While all concerns are taken seriously, deliberately false or malicious allegations may result in disciplinary action.

9. Responsibilities

Combat Classroom will:

- Promote a culture of openness and safety
- Ensure staff understand safeguarding and reporting procedures
- Respond to concerns promptly and appropriately
- Work in partnership with relevant agencies

Staff and Stakeholders will:

- Act in the best interests of young people
- Report concerns without delay
- Maintain professionalism and confidentiality

10. Monitoring and Review

This policy will be reviewed annually or in response to:

- Changes in legislation or guidance
- Local safeguarding procedures (Stockport)
- Organisational learning or incidents

11. Key Principle

At Combat Classroom, safeguarding and wellbeing always come first. Raising a concern is not about blame—it is about protecting young people and ensuring the highest standards of care.

Any concern, no matter how small it may seem, should be reported.