Supply & Demand Consultancy Ltd

Whistleblowing Policy

Reviewed: September 2025
Next Review: September 2026

Policy

Supply & Demand Consultancy Ltd is committed to the highest standards of honesty, openness, and accountability. We encourage all staff, to report any concerns about wrongdoing, malpractice, or risks to children's safety in good faith. This policy provides a framework for raising such concerns and ensures they are handled fairly, confidentially, and without fear of victimisation. This policy links to the Public Interest Disclosure Act 1998.

Purpose

We want all staff to

- Encourage individuals to report concerns about wrongdoing at the earliest opportunity.
- Ensure that concerns are investigated promptly and effectively.
- Protect whistleblowers from detrimental treatment or victimisation.
- Promote a culture of transparency and integrity within Supply & Demand.

Scope

This policy applies all staff, teachers and contractors. It covers concerns about legal obligations or statutory duties, malpractice, health and safety, poor safeguarding, abuse or risks to children and young people, illegal activities, deliberate concealment of any stated.

How to Raise a Concern

What to report

- Any risk to the safety and welfare of children and young people
- Safeguarding failures
- Unsafe practice in the home or setting
- Unsafe practice online
- Breaches of policies and procedures or statutory guidance
- Criminal offences
- Malpractice
- Fraud
- Mismanagement

Concerns should normally be raised verbally or in writing **as soon as possible** to the Designated Safeguarding Lead

DSL: Charlotte Atkins email: mailto:jordan@supply-demand.co.uk charlotte.a@supply-demand.co.uk Tel: 020 8466 7946

DDSL: Jordan Rhodes email: jordan@supply-demand.co.uk Tel: 020 8466 7946

Provide as much detail as possible including:

- What you are concerned about
- When and where it happened
- Who was involved
- Any evidence or witnesses

All staff have a duty to raise concerns about the welfare or safety of children

This policy works alongside:

- *Child Protection and Safeguarding Policy*
- *Staff Code of Conduct*
- *KCSIE 2025*

If you believe your concern has not been properly addressed or if the matter involves the DSL, you may contact:

- The **Local Authority Designated Officer (LADO)** for safeguarding concerns
- The **NSPCC Whistleblowing Advice Line** (0800 028 0285)

Confidentiality

Concerns may be raised **confidentially** or **anonymously**.
While anonymity will be respected, it may limit the ability to investigate fully.
Information will only be shared with those necessary to progress the investigation.

Investigation Process

- All concerns will be acknowledged within **5 working days**.
- An initial assessment will determine whether an investigation is warranted.
- Investigations may be internal or referred to an external agency.
- The whistleblower will be informed of the outcome wherever appropriate, in line with confidentiality obligations.

Protection and Support for Whistleblowers

Supply & Demand Consultancy Ltd will not tolerate harassment or victimisation of anyone raising a concern in good faith.
Any form of retaliation will be treated as a disciplinary offence.
Support and advice may be offered through Whistleblowing advice lines

Contact
info@supply-demand.co.uk
Tel: 020 8466 7946
Office 5 Willow Walk Business Centre, Willow Walk, Orpington BR6 7AA