



Whistle-Blowing Policy

Updated: 10/05/2025

Introduction

UK2Learn is committed to the highest standards of openness and accountability.

Under certain circumstances, employees are protected from suffering any detriment or termination of employment if they make disclosures about organisations for whom they work.

Qualifying Disclosures

1. Certain disclosures are prescribed by law as “qualifying disclosures”. A “qualifying disclosure” means a disclosure of information that the employee genuinely and reasonably believes is in the public interest and shows that the Company has committed a “relevant failure” by:
 - a) Committing a criminal offence
 - b) Failing to comply with a legal obligation
 - c) A miscarriage of justice
 - d) Endangering the health and safety of an individual
 - e) Environmental damage
 - f) Concealing any information relating to the above
2. These acts can be in the past, present or future, so that, for example, a disclosure qualifies if it relates to environmental damage that has happened, is happening, or is likely to happen. UK2Learn will take any concerns that you may raise relating to the above matters very seriously.
3. The Employment Rights Act 1996 provides protection for workers who ‘blow the whistle’ where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur. The disclosure has to be “in the public interest”. We encourage you to use the procedure to raise any such concerns.

The Procedure

1. In the first instance you should report any concerns you may have to Alex Mackie in person or on +44 7917 820033 or amackie@uk2learn.com and your matter will be considered with complete confidence. If you are not satisfied with the explanation or reason given to you, you should raise the matter with the appropriate official organisation or regulatory body.
2. If you do not report your concerns to Alex Mackie you should take them direct to the appropriate organisation or body.
3. If you have a low-level concern, for example, adult's behaviour towards a child that does not meet the allegation threshold set out in the ‘Safeguarding and Child Protection Policy’ you must report your concerns to first Alex Mackie or an official organisation or regulatory body.

The NSPCC has a whistleblowing helpline which is available for staff who do not feel able to raise concerns regarding child protection failures within the organisation. Staff can call 0800 028 0285 between 8am and 8pm Monday to Friday or can email: help@nspcc.org.uk

In addition, ‘Protect’ provide a free, confidential advice line for concerned staff to call before whistleblowing. The helpline is 020 3117 2520 and their website is: www.pcaw.co.uk.

Treatment by Others

Bullying, harassment or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable. Anyone found to have acted in such a manner will be subject to disciplinary action.

Timescales

We will ensure that investigations are undertaken as soon as practically possible. Depending on the nature of concern and the need to involve external parties i.e. the police, there may be a delay in the final outcome of the investigation. Where there is likely to be a delay, we will ensure you are kept up to date where possible.

This Policy Review

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