



Derby Music Centre

c/o Saint Benedict Catholic Voluntary Academy
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Whistleblowing Policy Derby Music Centre

Date	Status	Author	Approval	Description of change
30/4/2023	Not yet Approved	Rebecca Maiden	Trustees' Meeting	New Policy Created

Employees who report certain types of wrongdoing are referred to as 'whistleblowers' and protected by law.

The wrongdoing disclosed must be in the public interest. This means it must affect others, not just the person making the complaint.

Concerns can be raised at any time about an incident that happened in the past, is happening now, or which is believed will happen in the near future.

The legal protection for whistleblowers is to prevent people being treated unfairly or losing their job as a result of 'blowing the whistle'. It covers workers, including employees, trainees and agency workers. The law does not protect people outside of this category, such as volunteers, members and parents. People not sure whether they are protected should get independent advice, such as from Citizen's Advice.

Complaints that count as whistleblowing:

You're protected by law if you report any of the following:

- A criminal offence, for example fraud
- Someone's health and safety is in danger
- Risk or actual damage to the environment
- A miscarriage of justice
- The company is breaking the law, for example does not have the right insurance
- You believe someone is covering up wrongdoing.
- Concerns about how child protection issues are being handled, such as:
 - Your organisation doesn't have clear safeguarding procedures to follow
 - You think your concern won't be dealt with properly or may be covered up
 - You've raised a concern but it hasn't been acted upon
 - You're worried about being treated unfairly

Complaints that do not count as whistleblowing include personal grievances, for example bullying, harassment or discrimination – unless the particular case is in the public interest. These should be reported internally as a grievance.

Who to tell:

- Initial concerns should be raised to the Director of Music, Rebecca Maiden, or Chair of Trustees, David Miles.
- If you do not want to report the concern internally, it can be raised to the Head of Service for Derby & Derbyshire Music Partnership, Jayne Briggs, or the Safeguarding Lead for DDMP, Vicki Brown (via DDMP 01629 532850)
- To discuss concerns externally regarding Child Protection, you can call the NSPCC's Whistleblowing Advice Line on 0800 028 0285 or email help@nspcc.org.uk
- For additional whistleblowing advice or to discuss non-child protection whistleblowing concerns, you can contact Protect on 020 3117 2520

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You will be encouraged to let your identity be known when reporting concerns, as anonymous concerns are difficult to investigate.

If you've been treated unfairly after whistleblowing, you can take the case to an employment tribunal. You must raise any claim of unfair dismissal within 3 months of your employment ending. You must notify ACAS (below) if you want to take your case to an employment tribunal.

Further advice can be sought from the Advisory, Conciliation and Arbitration Service (ACAS) (0300 123 1100), Citizens' Advice (www.citizensadvice.org.uk) Protect (020 3117 2520) or your trade union.

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