VERSION NO:	TITLE:	ISSUE DATE:
1.0	Whistleblowing Policy	01/08/2026
PLANNED REVIEW:	**PREPARED BY:**	**PLANNED REVIEW DATE:**
Annual	Andy Murphy, CEO	01/08/2027

Purpose

PEAK is committed to the highest standards of openness, honesty and accountability. This policy explains how staff, learners, employers and other stakeholders can raise a genuine concern about wrongdoing, and confirms that anyone who does so in good faith will be protected from detriment.

What this policy covers

This policy covers concerns that, in the reasonable belief of the person raising them, show that one or more of the following has happened, is happening, or is likely to happen:

- a criminal offence, including fraud or other financial impropriety
- a breach of a legal or regulatory obligation, including funding, safeguarding or Ofsted requirements
- a miscarriage of justice
- danger to the health or safety of any individual
- damage to the environment
- the deliberate concealment of any of the above

How to raise a concern

Concerns should normally be raised with your line manager, or with Andy Murphy, CEO. Safeguarding-related concerns should be raised with the Designated Safeguarding Champion in line with PEAK's Safeguarding Policy.

Concerns will be treated confidentially wherever possible, and PEAK will not tolerate any victimisation of someone who raises a genuine concern in good faith, even if it later transpires that the concern was mistaken.

Raising a concern outside PEAK

If it is not appropriate to raise a concern internally, disclosures relating to an apprenticeship provider's funding, quality or conduct can be made to the Department for Education, which now carries out the whistleblowing function previously held by the Education and Skills Funding Agency (ESFA closed on 31 March 2025). Concerns can also be raised with Ofsted, or, for education safeguarding concerns specifically, the NSPCC whistleblowing helpline.

Workers who make a disclosure to one of these prescribed bodies are protected under the Public Interest Disclosure Act 1998, provided they reasonably believe the disclosure falls within that body's remit and is substantially true.

Monitoring and Review

PEAK's senior leadership will review any concerns raised under this policy to identify learning points. This policy is reviewed annually.