



Whistleblowing & Low Level Concerns Policy – 2025–2026

Name of Organisation: Pony Partnerships CIC

Venue/Address: All venues

Date of Review: 1 September 2025

Date of Next Review: 31 August 2026

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1. Introduction

Pony Partnerships CIC is committed to the highest standards of integrity, honesty, and accountability. We encourage staff, volunteers, and others connected with our service to raise concerns about malpractice, unsafe practice, or wrongdoing without fear of reprisal.

This policy also addresses low-level concerns in line with *Keeping Children Safe in Education (KCSIE 2025)*, ensuring all concerns about staff behaviour, no matter how minor, are recorded, reviewed, and responded to.

2. Aims

- Provide clear procedures for raising concerns.
- Create a transparent culture where safeguarding is everyone's responsibility.
- Ensure all concerns, including "low-level concerns", are recorded and monitored.
- Protect whistleblowers from victimisation.

3. What is Whistleblowing?

Whistleblowing means raising concerns about:

- Unsafe, illegal, or unethical practice.
- Malpractice or breaches of safeguarding duty.
- Financial misconduct or fraud.
- Any risk to the safety or wellbeing of children, vulnerable adults, staff, or the wider community.

4. What is a Low-Level Concern?

Defined in KCSIE 2025 as any concern (no matter how small) that an adult working with children may have acted in a way that is inconsistent with the staff code of conduct, but does not meet the threshold of harm.

Examples:

- Being over-friendly with children.
- Having favourites.
- Using inappropriate language.
- Being in one-to-one situations without transparency.

5. Procedures

- Concerns should be reported to the DSL (Danielle Mills) or Deputy DSL (Claire Jacob).
- If the concern involves the DSL, it should be reported to the Board of Directors.

- Anonymous reports will be considered, though open reporting is encouraged.
- All low-level concerns will be recorded in the Low-Level Concerns Log.
- Serious concerns will be referred to the Local Authority Designated Officer (LADO).

6. Protection for Whistleblowers

- Staff raising genuine concerns in good faith will not face dismissal or detriment.
- Malicious allegations may result in disciplinary action.

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