



Whistleblowing Awareness

A practical introduction to speaking up and the protections the law gives you. One-page summary.

The 10 things to remember

- 1 Whistleblowing is about wrongdoing that affects others; a complaint mainly about your own employment is a grievance.
- 2 The six categories: crime, breach of a legal obligation, miscarriage of justice, danger to health and safety, environmental damage, and cover-ups.
- 3 You need a reasonable belief, not proof, and you are protected even if you turn out to be mistaken.
- 4 Protection applies from day one with no qualifying period, and compensation for whistleblowing dismissal is uncapped.
- 5 Raise concerns internally first where you can, and never with the person the concern is about.
- 6 Report the facts; do not investigate, covertly record, or copy documents yourself.
- 7 Confidential usually beats anonymous: investigators can follow up, and the legal protections are easier to rely on.
- 8 If internal routes fail, prescribed persons such as the FCA, HSE, HMRC, and ICO are protected external routes.
- 9 Unsure what to do? Get free, confidential advice from the charity Protect before you act.
- 10 If someone raises a concern with you: listen, record it, escalate promptly, protect confidentiality, and never promise outcomes.