Whistleblowing Overview 2026

Revised 30 September 2026 **Version** 2.0 **Review** September 2027 **Owner:** Rosie Aylward

A quick guide for everyone working for Compass, including tutors, mentors, therapists, employees, contractors and volunteers. Read it with the full Whistleblowing Policy. Appendix A provides all 24 North West LADO routes.

Act immediately if someone is at risk

Call 999 for immediate danger. Refer child protection concerns promptly to children's social care and, where appropriate, the police. Tell the DSL unless implicated or unsafe to do so. Do not wait for a manager, an acknowledgement or a LADO response. For learners aged 18 or over, use adult safeguarding arrangements where applicable.

Speak up about wrongdoing

Report suspected abuse, unsafe practice, ignored safeguarding concerns, recruitment failures, falsified records or invoices, fraud, sexual harassment, serious legal breaches or concealment. You do not need proof or the correct policy label. A personal grievance may also reveal wider wrongdoing.

Choose a safe reporting route

Normally contact Rosie Aylward, Director and DSL, using the confidential contact details issued at induction. You may speak, telephone or write. Current contacts and safeguarding cover must be available before deployment.

If Rosie is implicated, unavailable when action is needed, or internal reporting is unsafe, report directly to the relevant external body. You do not need permission or to finish an internal process. For allegations about an adult's harm to children or suitability to work with them, use the LADO directory. Notify without delay and within one working day, or sooner under local rules. Seek LADO advice if unsure of the threshold. Report low-level concerns too; patterns may require escalation.

For child protection failures, you can also contact the commissioning school or local authority safeguarding lead, or the NSPCC Whistleblowing Advice Line: 0800 028 0285 • help@nspcc.org.uk. Other wrongdoing goes to the relevant regulator or prescribed body within its remit. Protect, Acas, your union or a legal adviser can help you choose a route.

Record facts and preserve information

Say what happened, when and where, who may be at risk, who is involved and what has already been reported. Give a safe contact method if possible. Do not investigate, confront anyone, access records without authority or circulate unnecessary personal information. Anonymous reports are accepted, though they can limit investigation and feedback.

What happens after you report

Compass will assess risk and conflicts promptly, normally acknowledge within two working days and provide an initial update within ten. Further updates are normally at least every ten working days. Urgent safeguarding action comes first. An implicated person must not investigate or decide their own case. If dissatisfied, request an impartial review or report externally at any time.

Compass prohibits retaliation, including reduced work allocations. A concern need not be proved correct. Confidentiality will be protected as far as possible, but cannot be guaranteed. Statutory protection depends on employment status and the legal conditions for the disclosure route; not every external report is automatically protected. Report retaliation promptly and seek independent advice.

Appendix A North West LADO directory

Greater Manchester first five authorities

This directory covers all 24 North West authorities responsible for children's services. A LADO handles allegations about adults working with children; it does not replace children's social care or the police. Call 999 in an emergency. Contacts and official routes checked 30 September 2026; check the linked guidance when making a referral.

Normally contact the LADO where the adult works or the incident occurred. For outreach, online or cross-boundary cases, explain the child's, adult's and employer's locations and ask the LADO to agree the lead authority and liaison. Do not delay while resolving boundaries. Refer without delay and within one working day, or sooner under local rules.

Local authority	Contact and referral route
Bolton	**LADO@bolton.gov.uk** Professional referrals and consultations must use the online portal. Email is for general or public enquiries only. Official contact and referral guidance
Bury	**lado@bury.gov.uk** Email a brief outline and contact details for advice. Use the current LADO referral form linked in the guidance. Official contact and referral guidance
Manchester	**LADO@manchester.gov.uk** Send the current LADO contact form using the instructions in the guidance. Official contact and referral guidance
Oldham	**0161 770 8870 • colette.morris@oldham.gov.uk** **0161 770 0008 • wendy.nicholls@oldham.gov.uk** Refer on the same working day using the current form. Published contacts: Colette Morris and Wendy Nicholls. Official contact and referral guidance
Rochdale	**lado@rochdale.gov.uk** Email the LADO to report a concern about an adult working with children. Official contact and referral guidance

Appendix A North West LADO directory continued

Greater Manchester remaining authorities

Local authority	Contact and referral route
Salford	**0161 603 4350** Use the Children's Portal for referrals. The Safeguarding Unit can provide advice by telephone. Official contact and referral guidance
Stockport	**stockport.lado@stockport.gov.uk** Use the online form for referrals and consultations. Email is for help completing the form, not an alternative referral route. Official contact and referral guidance
Tameside	**ladoreferrals@tameside.gov.uk** Complete and email the current LADO referral form. Official contact and referral guidance
Trafford	**Online referral form** Use the LADO referral form within one working day. Official contact and referral guidance
Wigan	**lado@wigan.gov.uk** Complete the initial consideration form and send it to the LADO. Official contact and referral guidance

Staff may contact the LADO directly where the Director is implicated or internal reporting is unsafe. Explain why the usual senior contact has not been informed. Do not wait for permission. Keep safeguarding referrals about the child and relevant commissioner notifications separate and prompt.

Appendix A North West LADO directory continued

Merseyside

Local authority	Contact and referral route
Knowsley	**ladoinbox@knowsley.gov.uk** Use the LADO allegation management referral form. Official contact and referral guidance
Liverpool	**lado@liverpool.gov.uk** **07716 702034 • 07841 727309** Use the current LADO referral form. Published telephone contacts: Catherine Ballans and Pauline Trubshaw. Official contact and referral guidance
Sefton	**0151 934 3783** **safeguardingunitadmin@sefton.gov.uk** Use the consultation form for initial advice or the referral form for an allegation. Share securely. Official contact and referral guidance
St Helens	**01744 671252** **sthelenslado@sthelens.gov.uk** Use the consultation or referral form as appropriate. Follow an emailed referral with a telephone call within one day. Official contact and referral guidance
Wirral	**safeguardingunit@wirral.gov.uk** Send the LADO referral form within one working day / 24 hours, following local guidance. Official contact and referral guidance

Appendix A North West LADO directory continued

Cheshire

Local authority	Contact and referral route
Cheshire East	**01270 685904** **LADO@cheshireeast.gov.uk** Use the secure portal or email the current form as directed by the council. Official contact and referral guidance
Cheshire West and Chester	**safeguardinglado@cheshirewestandchester.gov.uk** Complete the current referral form. The service operates a duty rota and does not publish a direct LADO telephone number. Official contact and referral guidance
Halton	**0151 511 7925** **safeguarding.adminteam@halton.gov.uk** **Copy to LADO@halton.gov.uk** Send the consultation form to the admin team and copy the LADO within 24 hours. The admin mailbox is covered Monday to Friday. Official contact and referral guidance
Warrington	**01925 442079** **LADO@warrington.gov.uk** Use the current LADO referral form. Official contact and referral guidance

Appendix A North West LADO directory continued

Lancashire and Cumbria

Local authority	Contact and referral route
Blackburn with Darwen	**01254 506915** **LADO@blackburn.gov.uk** Contact the LADO for advice and the current referral route. Contact source: council schools service safeguarding update, April to July 2026. Official contact and referral guidance
Blackpool	**01253 477541** **lado@blackpool.gov.uk** Use the referral form, or the consultation form if the threshold is unclear. Official contact and referral guidance
Lancashire	**lado.admin@lancashire.gov.uk** The online form is mandatory for referrals and advice requests. Email is for general contact only. Covers the county districts listed below. Official contact and referral guidance
Cumberland	**0300 303 3892** **lado@cumberland.gov.uk** Send the position of trust referral form securely, using the council's password-protection instructions. Official contact and referral guidance
Westmorland and Furness	**0300 303 3897** **lado@westmorlandandfurness.gov.uk** Use the position of trust referral form and secure email instructions. Official contact and referral guidance

Lancashire County Council covers Burnley, Chorley, Fylde, Hyndburn, Lancaster, Pendle, Preston, Ribble Valley, Rossendale, South Ribble, West Lancashire and Wyre. Blackburn with Darwen and Blackpool have separate services. Cumberland and Westmorland and Furness replace the former Cumbria county route.