

Whistleblowing Annual Report 2024/25



Whistleblowing

1. The SSSC has a dual role in responding to whistleblowing as an employer and as a prescribed person in the sector.
2. A social service worker can whistleblow to someone in their own organisation or to a third party known as a 'prescribed person'. The SSSC is a prescribed person listed in Prescribed Persons (Reports on Disclosures of Information) Regulations 2017. As a prescribed person, we are required to publish annually the details of referrals that qualify as whistleblowing and the actions we took.
3. In 2024/25 we received five whistleblowing referrals. We opened a fitness to practise case for four referrals. One of the referrals did not meet our criteria for opening a full investigation as there was insufficient evidence and no real prospect that investigation would lead to there being sufficient evidence. By opening a case we investigate whether the fitness to practise of the worker is impaired or not.
4. For the four cases we opened:
 - three cases are ongoing and under investigation and in one of the three cases, there is a Temporary Order in place restricting the worker's practice while we investigate
 - one case has closed after investigation, as the worker's fitness to practise was found not to be currently impaired.
5. We have one ongoing case from a referral in 2022/23. We were unable to investigate this case until late July 2024, due to a police investigation, but are now investigating.
6. We have one ongoing case from a referral in 2023/24.
7. We encourage staff to raise serious concerns about wrongdoing or alleged impropriety. Our Whistleblowing Policy informs staff on when and how to raise these concerns. The policy is consistent with, and makes explicit reference to, the Public Interest Disclosure Act 1998.
8. As an employer, we did not receive any whistleblowing referrals in 2024/25.