Employment Rights Act 2025

Whistleblowing protections – reps' checklist

Here's how you can make sure members who speak up are protected.

1. Support members who raise concerns

- ☐ Encourage members to seek legal advice in addition to talking to reps before they raise any serious concerns.
- ☐ Advise members to put disclosures in writing so they're clearly protected.
- ☐ Support whistleblowers collectively so they are not isolated – for example, by raising issues through safety committees or equality forums.

2. Get your branch up to speed on protected disclosures

- ☐ Make sure everyone on your rep team can recognise when a member's concern is likely to count as a protected disclosure.

3. Look out for victimisation

- ☐ Monitor what happens after a member makes a disclosure – for example, any changes to their hours, roles, or treatment.
- ☐ Challenge any suspected victimisation immediately.