

## What someone can whistleblow about

By law, there are several issues you can whistleblow about. These are called 'qualifying disclosures'.

Qualifying disclosures include:

- a criminal offence – for example, an employer has been trying to bribe people
- the breach of a legal obligation by an organisation – for example, an employer has neglected their duty of care towards children in a care home
- a miscarriage of justice – for example, a member of staff has been dismissed for something that turned out to be a computer error
- someone's health and safety being in danger – for example, an employer has forced staff to serve contaminated food
- damage to the environment – for example, an employer has been regularly polluting local rivers

Currently someone can whistleblow about [sexual harassment](#) if it's a criminal offence or a danger to health and safety.

Important: From 6 April 2026, sexual harassment will become a 'qualifying disclosure' under whistleblowing law. This means whistleblowers making a sexual harassment disclosure will be protected from detriment and unfair dismissal.

You can also whistleblow about someone trying to cover up information about any of these issues.

You can make a qualifying disclosure about an issue that's happened at any time. This includes if it's likely to happen in the future. It can also be about something that takes place overseas.

You can report one or more qualifying disclosures.

## When a qualifying disclosure is protected

By law, you'll be protected as a whistleblower if you can show it's reasonable for you to believe that what you disclose:

- fits into one of the categories of a qualifying disclosure
- is in the public interest

In the public interest means it has to also affect others. For example, other workers, customers or the general public. If your concern is personal only to you, it's unlikely to count as being in the public interest.

Something is more likely to be in the public interest:

- the more serious the issue is
- if you're reporting something that was done deliberately
- if the issue involves a large, influential or well-known employer
- if there is a large number of people affected by the concerns

## When you will not be protected

You will not be protected when making a qualifying disclosure if you:

- commit a criminal offence by disclosing the information – for example, hacking into computer files
- breach legal professional privilege – for example, if you're a legal adviser and share something you learnt when giving legal advice

In Scotland, legal professional privilege is sometimes called 'confidentiality as between client and professional legal adviser'.

## Resolving a personal problem at work

If your concern is a personal problem only, it will not be covered by whistleblowing law. This is because it would not count as being in the public interest. In these cases you might be able to resolve the problem another way.

[Find out more about how to raise a problem at work](#)

## Whistleblowing about health and safety breaches

By law (Employment Rights Act 1996), workers are protected if they whistleblow about health and safety.

[Find out more about reporting an issue about health and safety from the Health and Safety Executive](#)