WHISTLEBLOWING POLICY

EFFECTIVE: SEPTEMBER 2026 | REVIEW: SEPTEMBER 2027

SAFE PEOPLE • POSITIVE PATHWAYS • COMPLIANT PRACTICE | Impact Alternative Learning - commissioned alternative provision.

1 PURPOSE

- Provide a route for workers to raise genuine concerns about wrongdoing, unsafe practice, safeguarding, fraud, coercion or serious policy breaches without intimidation.
- This is distinct from ordinary employment grievances; staff may seek advice about whether the Public Interest Disclosure Act protections apply.

2 HOW TO RAISE CONCERNS

- Report to line manager or Principal where safe. Safeguarding concerns about adults must additionally follow the Staff Allegations / Child Protection process promptly.
- Where the concern implicates the Principal, use safeguarding governor or chair independently; contact the LADO or statutory bodies if required.

3 EXTERNAL ADVICE AND ESCALATION

- Staff can raise concerns to suitable prescribed persons or statutory authorities where appropriate. NSPCC whistleblowing advice line: 0800 028 0285.
- If a child is at immediate risk, call 999 or children's social care; do not wait for whistleblowing processes.

4 INITIAL REVIEW AND RESPONSE

- Acknowledge a concern promptly, record who owns review and preserve information securely. Do not promise a particular outcome or automatic anonymity.
- Commission an impartial investigation, safeguarding referral or urgent protective action as indicated.

5 FAIRNESS AND PROTECTION

- No victimisation or retaliation against someone who raises a concern in good faith. Maintain confidentiality as far as law and safe investigation permit.
- Protect all parties from premature judgments; document outcomes, improvement steps and any required referrals.

6 GOVERNANCE AND LEARNING

- Governors review anonymised whistleblowing and low-level concern trends at least annually, more frequently for serious patterns.
- Review the policy after a major case or legislative change; communicate improvements and staff routes at induction.

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Speaking up safely; concerns about adults and systems

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7 LINKED STATUTORY AND DFE GUIDANCE

- Keeping Children Safe in Education 2026 (in force 1 September 2026) This policy is a provider operational policy; the primary guidance and any commissioner requirements take precedence where applicable.

8 POLICY OWNERSHIP AND REVIEW

- Policy owner: Kate Willis, Principal and Proprietor. Effective date: September 2026. Next review: September 2027, or sooner if legislation, safeguarding guidance, commissioning requirements or provision changes.
- The Principal manages implementation and policy review, with governance oversight where appropriate; relevant staff are informed of updates and confirm understanding.