

Believe Alternative Provision – Whistleblowing Policy

Introduction:

The purpose of this policy is to provide a clear and confidential process for staff to raise concerns about potential wrongdoing within the Believe Alternative Provision setting. Whilst working in schools Believe Alternative Provision would refer any concerns to the appropriate school staff member. This policy should encourage staff to report concerns without fear of reprisal or victimisation and ensure that concerns are investigated appropriately and addressed effectively. Believe Alternative Provision strives to promote a culture of transparency and accountability within the provision.

Definition of Whistleblowing:

Whistleblowing is the act of reporting suspected wrongdoing, typically within a workplace, that affects others, including the general public. It involves disclosing information about potential illegal activities, failures to comply with legal obligations, miscarriages of justice, or risks to health, safety, or the environment. Essentially, it's about raising concerns about harmful practices to protect the public interest.

Examples of what constitutes whistleblowing are:

- Unlawful conduct.
- Breaches of Believe Alternative Provision's code of conduct or policies.
- Failure to comply with statutory or legal obligations.
- Health and safety risks, including potential harm to students or staff.
- Maladministration, misconduct, or malpractice.
- Abuse of power or authority.
- Damage to the environment.
- Safeguarding concerns, particularly those related to child protection.

Whistleblowing involves reporting wrongdoing that affects others, often in the public interest and is different from a personal grievance which is a complaint about a specific issue affecting the individual making the complaint. Personal grievances should be addressed using the Believe Alternative Provision Grievance Policy.

Reporting Procedures:

Concerns should be reported to the Director of Believe Alternative Provision or the Designated Safeguarding Lead. If this is not appropriate and in the case of serious safeguarding concerns the Local Authority Designated Officer (LADO) should be contacted alongside reporting a safeguarding concern to the local safeguarding partnership board. Initial reporting should be done as soon as possible and preferably in writing. A written record must be produced including relevant dates, named individuals and supporting evidence.

Confidentiality:

All whistleblowing reports will be treated confidentially, subject to legal requirements. The identity of the whistleblower will be protected as far as possible, unless disclosure is required by law or for a lawful investigation. Staff will not face reprisals for raising concerns in good faith.

Investigation Process:

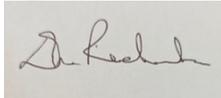
Investigating a whistleblowing report will involve the following steps:

- An appropriate person (or team) will be appointed to investigate the concern.
- Relevant individuals will be interviewed, and the investigation will be documented.
- The findings of the investigation will be reported to the whistleblower and appropriate authorities through a written report.
- Disciplinary action may be taken against individuals found to have engaged in wrongdoing.

Protection of Whistleblowers:

Staff who raise concerns in good faith will be protected from reprisals. Honest mistakes or mistaken beliefs will not result in disciplinary action. Staff may seek advice and support from external organizations, such as Protect (the UK's whistleblowing charity) or ACAS (Advisory, Conciliation and Arbitration Service).

Signed



Eve Richards
Director – Believe Alternative Provision

Date 01/06/2025

Date of Review: June 2026