

**Whistleblowing Policy**

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| Last Review | August 2025 |
| Next Review | August 2026 |
| Review Frequency | Annually |

**Introduction**

This policy operates in accordance with the Public Interest Disclosure Act 1998, which provides the statutory framework for the protection of whistleblowers.

At Adventure in Learning, we are committed to maintaining the highest standards of conduct and integrity. We believe that openness, honesty, and transparency in all aspects of our operation are vital for ensuring that our students and staff are safe and protected from harm. To achieve this, we have implemented a whistleblowing policy to provide an environment in which concerns can be raised without fear of retaliation, victimisation or harassment.

**Scope**

This policy applies to all staff, volunteers, students, and third-party contractors who work with Adventure in Learning. It covers all forms of malpractice, misconduct, wrongdoing, or illegal activities that may impact the welfare and safety of our students or staff. This includes but is not limited to issues related to safeguarding, health and safety, financial irregularities, fraud, bribery, corruption, and discrimination.

It also reflects the Department for Education’s guidance for schools and alternative provision settings on having clear whistleblowing procedures (updated 2023).

**Objectives**

The objectives of our whistleblowing policy are to:

Encourage all individuals associated with Adventure in Learning to speak out about any concerns of malpractice, misconduct, or wrongdoing.

Ensure that concerns raised are dealt with appropriately, promptly, and fairly.

Protect the identity and rights of whistleblowers.

Prevent any form of retaliation or victimisation against whistleblowers.

Demonstrate our commitment to openness, accountability, and transparency.

**Roles and Responsibilities**

All staff members have a responsibility to report any concerns they may have about malpractice, misconduct, or wrongdoing. This includes concerns related to colleagues, management, or third-party contractors.

The Designated Safeguarding Lead is responsible for overseeing and managing the whistleblowing policy. They will ensure that all concerns raised are appropriately investigated and that the whistleblower's identity is protected.

All concerns raised under this policy will be taken seriously, and appropriate action will be taken. Failure to report a concern may be considered a disciplinary matter.

**Procedures**

Any individual who has concerns about malpractice, misconduct, or wrongdoing within Adventure in Learning should report their concerns to the Designated Safeguarding Lead or their line manager. If the concern is about their line manager or DSL, then they should report it to another senior member of staff, who will then resume ownership of the below procedure as though they were the DSL or line manager.

Reports of concerns can be made verbally or in writing, and the whistleblower can remain anonymous if they wish. However, it should be noted that providing contact information will aid in the investigation of the concern.

All concerns raised will be recorded and investigated promptly, fairly, and confidentially. Investigations will be carried out by a member of the senior management team, who will report back to the Designated Safeguarding Lead with their findings.

The whistleblower will be informed of the outcome of the investigation as soon as practicable. If the concern is found to be substantiated, appropriate action will be taken. This may include disciplinary action, legal action, or referral to an external agency, depending on the nature and severity of the concern.

Staff may also raise concerns directly with prescribed external bodies as listed by the UK Government (updated 2023).

**Further Action**

If a whistleblower feels that their concern has not been appropriately addressed or is dissatisfied with the outcome of an investigation, they may escalate their concern to an external agency such as the local authority or relevant regulator.

**Retaliation or Victimisation**

Adventure in Learning will not tolerate any form of retaliation or victimisation against whistleblowers who report concerns in good faith. Any form of retaliation or victimisation will be treated as a serious disciplinary matter and may result in summary dismissal.

**Confidentiality**

All concerns raised under this policy will be treated with the utmost confidentiality, and the whistleblower's identity will be protected as far as reasonably practicable. However, confidentiality cannot be guaranteed if disclosure is required by law or if an investigation requires it.

**Monitoring and Evaluation**

This policy will be reviewed annually to ensure that it remains effective and relevant. Any amendments will be made in consultation with staff members and other stakeholders as appropriate.

**Conclusion**

At Adventure in Learning, we take whistleblowing extremely seriously, and we have a duty to protect the welfare of our pupils, staff, and all those connected with our organisation. We are committed to maintaining an open and honest culture where any concerns are listened to and dealt with appropriately. We encourage all members of our provision community to raise any concerns they may have, and we will ensure that any disclosures are handled sensitively, fairly, and with the utmost confidentiality. By adhering to this policy, we can work together to provide a safe and secure environment for all those connected with our provision.

Reviewed – 27th August 2025