



Adventure Wellbeing School

Whistleblowing Policy

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Introduction and Purpose

Adventure Wellbeing School is committed to fostering a transparent, safe, and ethical environment for all pupils and staff within a physical school setting. Our Whistleblowing Policy empowers all members of the Adventure Wellbeing School community - including staff, volunteers, contractors, and associated individuals - to report any concerns regarding misconduct, safeguarding violations, financial irregularities, or policy breaches without fear of reprisal. This policy reinforces Adventure Wellbeing School's steadfast commitment to upholding high standards of accountability and ethical behaviour, particularly critical in ensuring the safety and wellbeing of pupils in a physical school context.

This Whistleblowing Policy outlines a secure and accessible process for raising concerns, ensuring that any misconduct or issue that may impact on the safety and wellbeing of pupils is addressed promptly and appropriately. This policy safeguards Adventure Wellbeing School's reputation as an inclusive and responsible educational institution while emphasising the school's dedication to the wellbeing of all pupils, especially those with Special Educational Needs and Disabilities (SEND) or Social, Emotional, and Mental Health (SEMH) needs.

Whistleblowing as a Safeguarding Tool

Whistleblowing serves as a proactive mechanism, enabling individuals to report issues before they escalate into significant risks. Adventure Wellbeing School recognises the essential role whistleblowing plays in identifying early signs of misconduct, safeguarding issues, or any behaviour that may contravene Adventure Wellbeing School's values and legal obligations. By promoting an environment where individuals feel encouraged to raise concerns, Adventure Wellbeing School fosters a culture of transparency, accountability, and collective responsibility. This is vital in maintaining a safe, inclusive, and supportive school community.

Key Legislation and Compliance Standards

The Whistleblowing Policy at Adventure Wellbeing School is grounded in multiple legal frameworks and government regulations to ensure whistle-blowers are protected and that the school's governance practices meet high ethical and safeguarding standards. This policy is aligned with the following key legislation and regulatory requirements:

- **Public Interest Disclosure Act (PIDA) 1998:** Provides legal protections for whistle-blowers, ensuring they can report concerns in good faith without fear of retaliation.
- **Keeping Children Safe in Education (KCSIE) 2026:** Reinforces that safeguarding is everyone's responsibility, with particular emphasis on protecting vulnerable pupils in primary school settings.
- **Working Together to Safeguard Children (2023):** Highlights the necessity of robust reporting protocols and collaboration with safeguarding agencies, ensuring adherence to best practices in child protection.
- **Employment Rights Act 1996:** Protects employees from unfair dismissal or detriment resulting from reporting concerns in the public interest.
- **Data Protection Act 2018 & General Data Protection Regulation (GDPR):** Ensures personal and sensitive information handled during a whistleblowing investigation is protected.

Adventure Wellbeing School is committed to aligning its policies with the guidance of regulatory bodies such as Ofsted, the Department for Education (DfE), and local safeguarding authorities. In developing this policy, Adventure Wellbeing School has drawn upon resources from organisations like the National Society for the Prevention of Cruelty to Children (NSPCC) to ensure compliance with best practice standards in the education sector.

Through this policy, Adventure Wellbeing School demonstrates its dedication to fostering a safe, transparent, and accountable school community where every member feels empowered to report concerns that could impact the school's integrity, ethics, or pupils' safety.

Policy Objectives and Scope

Objectives

The Whistleblowing Policy at Adventure Wellbeing School is designed to promote a culture of accountability and transparency by achieving the following objectives:

- **Provide a Clear and Confidential Procedure:** Establish a straightforward and confidential process for raising concerns related to illegal, unsafe, or unethical practices within Adventure Wellbeing School, ensuring that individuals feel secure when reporting issues.
- **Safeguard Student Wellbeing:** Prioritise student safety, particularly for those with SEND or SEMH needs. Open communication ensures that any practice or behaviour posing a potential risk to pupils is reported swiftly and addressed appropriately.
- **Protect Whistleblowers from Retaliation:** Offer protection against retaliation to those who report concerns in good faith, treating all disclosures with respect and confidentiality to foster a supportive reporting environment.
- **Ensure Legal Compliance:** Maintain adherence to key regulations, including the Public Interest Disclosure Act (PIDA), Keeping Children Safe in Education (KCSIE), and other relevant standards, safeguarding Adventure Wellbeing School's commitment to lawful, ethical governance.

Scope

This policy applies to all Adventure Wellbeing School staff, including teachers, support staff, volunteers, contractors, and third parties associated with the school. It covers disclosures related to:

- **Safeguarding Breaches and Misconduct:** Actions or behaviours endangering student welfare or breaching Adventure Wellbeing School's safeguarding protocols.
- **Unethical, Illegal, or Policy Violations:** Incidents of misconduct, unethical practices, or breaches of school policies, particularly those impacting the safety or education of SEND and SEMH pupils.
- **Specific Issues:** Reports concerning child welfare, breaches of student privacy, data protection violations, and other issues compromising Adventure Wellbeing School's integrity or standards.

Exclusions

This whistleblowing policy does not cover:

- **Personal Grievances:** Issues related to employment terms or personal disputes not involving misconduct or child welfare should be addressed through the Grievance Procedure.
- **Minor Interpersonal Issues:** Disputes between individuals not involving significant breaches of Adventure Wellbeing School's standards or policies.
- **External Complaints:** Concerns regarding organisations or third parties not directly involved in Adventure Wellbeing School's operations.

By clearly defining the policy's scope, Adventure Wellbeing School ensures this whistleblowing policy focuses effectively on issues that may impact the school's ethical integrity, student safety, or regulatory compliance.

Legal Framework and Standards Compliance

Legal Foundations of Whistleblowing Protection

The whistleblowing procedures at Adventure Wellbeing School are grounded in key legal frameworks that protect those reporting concerns and uphold the school's mission of creating a safe and ethical learning environment, especially for SEND and SEMH pupils. Compliance with these legal standards reinforces Adventure Wellbeing School's commitment to transparency, accountability, and child protection.

Public Interest Disclosure Act (PIDA) 1998

PIDA provides legal safeguards to those reporting specific types of wrongdoing. Disclosures are protected when they are made in the public interest and relate to:

- **Criminal Offences:** Reporting actions constituting criminal behaviour, such as financial misconduct or safeguarding breaches.
- **Health and Safety Risks:** Concerns about unsafe practices that could harm pupils or staff, especially vital in a physical school setting catering to SEND and SEMH pupils.
- **Financial Irregularities or Misuse of Funds:** Ensuring accountability for public or tuition-based funding.
- **Ethical Misconduct or Environmental Harm:** Reporting practices that contravene Adventure Wellbeing School's values or ethical standards.

PIDA ensures whistle-blowers are shielded from retaliation, fostering a safe and supportive environment for reporting.

Working Together to Safeguard Children (2023)

This guidance mandates cooperation with local authorities and safeguarding agencies, requiring Adventure Wellbeing School to:

- Adhere to Local Authority Designated Officer (LADO) protocols.
- Collaborate with external safeguarding bodies for timely and effective responses to concerns.
- Maintain robust safeguarding policies, particularly for vulnerable groups like SEND pupils.

Keeping Children Safe in Education (KCSIE) 2026

Adventure Wellbeing School complies with KCSIE's statutory requirements to:

- Investigate safeguarding concerns thoroughly.
- Protect SEND and SEMH pupils with tailored measures.
- Provide ongoing safeguarding training for all staff.

Employment Rights Act 1996

This Act ensures employees who report concerns in the public interest are not subjected to dismissal or detriment, underpinning Adventure Wellbeing School's commitment to fostering an open culture for reporting.

Data Protection Act 2018 & General Data Protection Regulation (GDPR)

Adventure Wellbeing School ensures whistleblowing investigations respect personal data privacy by:

- Storing investigation records securely and granting access only to authorised personnel.
- Conducting investigations in a manner that safeguards confidentiality for all parties.

Compliance Standards and Best Practices

Adventure Wellbeing School aligns its whistleblowing policy with guidance from organisations and standards, including:

- **Ofsted:** Upholding best practices in safeguarding and governance.
- **Local Safeguarding Authorities:** Adhering to their procedures for addressing safeguarding disclosures.
- **SCIES and EEF Guidance:** Incorporating expert safeguarding and SEND-specific recommendations.
- **NSPCC and Protect:** Supporting whistle-blowers with external resources for advice and protection.

By adhering to these legal and ethical frameworks, Adventure Wellbeing School ensures a transparent, compliant, and inclusive educational environment for all stakeholders, with particular attention to the safety of SEND and SEMH pupils.

Roles and Responsibilities

Roles and responsibilities within the Whistleblowing Policy at Adventure Wellbeing School are clearly defined to ensure its effective implementation. This structure supports accountability and fosters a culture of safety, transparency, and ethical conduct, particularly for protecting SEND and SEMH pupils.

The Proprietor

The Proprietor serves as the ultimate governing authority at Adventure Wellbeing School and oversees the Whistleblowing Policy to ensure compliance and effectiveness. Specific responsibilities include:

- **Oversight and Accountability:** Ensuring that the policy aligns with legal and educational standards, including the Public Interest Disclosure Act (PIDA) 1998 and Keeping Children Safe in Education (KCSIE) 2026.
- **Resource Allocation:** Providing the necessary resources for thorough investigations, including access to safeguarding, legal, and HR expertise.
- **Policy Review:** Conducting regular reviews to maintain the policy's relevance and efficacy, addressing systemic issues identified through whistleblowing cases.
- **Support for Leadership:** Collaborating with the Executive Headteacher and Senior Leadership Team (SLT) to promote a transparent, ethical culture across the school.

The Proprietor acknowledges that where an allegation or whistleblowing concern relates to a Proprietor, that individual will have no involvement in decision making, investigation, or oversight of the matter.

Executive Headteacher

The Executive Headteacher holds primary responsibility for implementing the Whistleblowing Policy and managing disclosures. Duties include:

- **Primary Contact for Disclosures:** Serving as the main point of contact for whistleblowing concerns, ensuring confidentiality and respect for all disclosures.
- **Managing Investigations:** Overseeing the investigation process, consulting legal or safeguarding professionals as necessary, and maintaining comprehensive records.
- **Assuring Protection:** Guaranteeing that whistle-blowers are protected from retaliation in accordance with PIDA, fostering trust within the school community.
- **Reporting to the Proprietary Body:** Keeping the Proprietary Body informed of trends or critical issues arising from whistleblowing cases.

Senior Leadership Team (SLT)

The SLT supports the Executive Headteacher in promoting an ethical, accountable culture and ensuring staff understand and adhere to the Whistleblowing Policy. Responsibilities include:

- **Encouraging Transparency:** Creating an environment where staff feel safe to raise concerns.
- **Organising Training:** Providing regular training tailored to safeguarding and SEND-specific issues to ensure staff are well-equipped to identify and report concerns.
- **Reinforcing Policy Compliance:** Ensuring all staff adhere to Adventure Wellbeing School's safeguarding and whistleblowing procedures.

Designated Safeguarding Lead (DSL) and Local Authority Designated Officer (LADO)

The DSL and LADO are pivotal in managing disclosures related to safeguarding. Their roles include:

- **Coordinating Responses:** Collaborating with the Executive Headteacher to address safeguarding concerns raised through whistleblowing promptly.
- **LADO Referrals:** Reporting cases involving potential abuse or misconduct affecting pupils to the LADO.
- **Protecting Vulnerable Pupils:** Prioritising the safety of SEND and SEMH pupils in all safeguarding responses.

Staff Members and Volunteers

All staff and volunteers are expected to uphold the school's values and actively contribute to a safe, ethical environment. Their responsibilities include:

- **Duty to Report:** Reporting any concerns about misconduct, safeguarding breaches, or unethical behaviour.
- **Awareness of Rights:** Understanding the protections offered under PIDA and Adventure Wellbeing School's commitment to supporting whistle-blowers.
- **Engagement in Training:** Participating in whistleblowing and safeguarding training to remain informed about reporting procedures.

Whistleblowers

Whistleblowers play a vital role in maintaining the safety and integrity of Adventure Wellbeing School. Their responsibilities include:

- **Good Faith Reporting:** Reporting concerns honestly, with the intention of supporting Adventure Wellbeing School in resolving issues.
- **Anonymity and Cooperation:** While anonymous reports are accepted, whistle-blowers are encouraged to cooperate with investigations to ensure thorough resolution.

External Authorities and Partner Agencies

In certain cases, Adventure Wellbeing School collaborates with external authorities and agencies, such as Ofsted, NSPCC, and the LADO, to address significant concerns, particularly those involving safeguarding or regulatory compliance.

- **LADO Collaboration:** Working with the LADO to handle serious safeguarding disclosures effectively.
- **External Whistleblowing Resources:** Encouraging staff to access support from Protect or the NSPCC for additional guidance.

Reporting Procedures

The reporting procedures at Adventure Wellbeing School provide a clear, accessible, and secure process for staff, volunteers, and other stakeholders to report concerns about misconduct, safeguarding breaches, unethical behaviour, or policy violations. These procedures ensure issues are reported and addressed effectively, with options for anonymity and confidentiality to protect whistle-blowers.

Internal Reporting Procedures

Adventure Wellbeing School encourages concerns to be raised internally, ensuring swift resolution through established structures. The internal process includes:

Initial Reporting to Supervisors

Staff are encouraged to first raise concerns with their immediate supervisor, who can provide guidance or address the issue promptly.

Escalation to the Executive Headteacher

If the issue is not resolved, or if the whistle-blower is uncomfortable reporting to their supervisor, concerns can be escalated directly to the Executive Headteacher. The Executive Headteacher is the primary contact for whistleblowing matters and ensures all concerns are handled confidentially and appropriately.

Direct Reporting to the Proprietary Body

For cases involving senior management or if there is a perceived conflict of interest, concerns may be reported directly to the Proprietary Body. This ensures impartial handling of sensitive issues.

Concerns about a Proprietor

Where a whistleblowing concern or allegation relates to a Proprietor, the matter must not be raised with, investigated by, or shared with that Proprietor at any stage.

Such concerns must be reported immediately to:

- The Chair of the Governing Body (Marie Halpin – m.halpin@awschools.com) or an independent non-executive oversight lead where applicable, and
- The Local Authority Designated Officer (LADO) where the concern relates to safeguarding or potential harm to a child.

Where staff feel unable to raise the concern internally, or where independence cannot be assured, concerns may be reported directly to the Local Authority, Ofsted, or other prescribed bodies listed in Appendix B.

Documentation

Whistleblowers are encouraged to document the nature of their concern, including key dates, events, and involved individuals. This aids in the investigation process and ensures critical details are recorded.

External Reporting Options

If internal reporting channels are deemed ineffective or inappropriate, Adventure Wellbeing School supports whistle-blowers in accessing external reporting avenues:

NSPCC Whistleblowing Helpline

Staff can contact the NSPCC Whistleblowing Helpline on 0800 028 0285 for advice and support regarding child welfare or safeguarding concerns.

Protect (formerly PCAW)

Protect offers free, confidential advice for those uncertain about whistleblowing procedures or protections under PIDA.

Local Safeguarding Authorities

Whistleblowers can report directly to the Local Authority Designated Officer (LADO) or Ofsted for significant safeguarding concerns or regulatory breaches.

These external options ensure that whistle-blowers have access to appropriate support beyond the school.

Use of Anonymous Reporting

Adventure Wellbeing School recognises that some individuals may prefer to report concerns anonymously. Procedures for handling anonymous reports include:

Assessment of Reports

Anonymous reports are carefully evaluated based on their credibility and the evidence provided. While anonymity may limit the investigation, all reports are treated seriously.

Encouragement to Disclose Identity

Whistleblowers are encouraged to provide their identity to facilitate comprehensive investigations, but Adventure Wellbeing School respects their choice to remain anonymous.

Confidentiality Protections

Maintaining confidentiality is central to Adventure Wellbeing School's whistleblowing procedures. Protections include:

Limited Information Sharing

Details of concern are only disclosed to individuals directly involved in the investigation or those required to take action.

Data Protection Compliance

Personal data related to whistleblowing is managed securely and in compliance with GDPR, with restricted access to authorised personnel.

Non-Retaliation Commitment

Adventure Wellbeing School prohibits retaliation against whistle-blowers, safeguarding their rights and encouraging a culture of openness.

Documentation Requirements

Adventure Wellbeing School maintains detailed records of whistleblowing cases to ensure accountability and regulatory compliance. Requirements include:

Record-Keeping

The Executive Headteacher is responsible for maintaining accurate records of all reports, including actions taken and outcomes.

Investigation Logs

Investigation steps, findings, and decisions are documented comprehensively while ensuring confidentiality.

Follow-Up and Feedback Mechanisms

Adventure Wellbeing School is committed to transparency and supports whistleblowers through feedback and follow-up processes:

Informing Whistle-Blowers

Whistleblowers are informed of investigation outcomes in general terms, without compromising confidentiality.

Continuous Improvement

Feedback from whistleblowing cases is used to refine policies and improve training, reinforcing Adventure Wellbeing School's commitment to a safe and ethical school environment.

Investigative Procedures

Adventure Wellbeing School is committed to conducting thorough, unbiased investigations into all whistleblowing disclosures. The investigative procedures ensure that concerns are addressed diligently, transparently, and in compliance with safeguarding and legal standards. Investigations aim to minimise disruption while respecting confidentiality and protecting the rights of all parties involved. Any safeguarding related whistleblowing allegation against a Proprietor will be referred immediately to the Local Authority Designated Officer without internal investigation.

Initial Assessment of the Disclosure

Upon receiving a whistleblowing report, the Executive Headteacher or a designated member of the Senior Leadership Team (SLT) undertakes a preliminary assessment to determine the nature and urgency of the concern. Key steps include:

Determining the Concern

Identifying whether the disclosure relates to safeguarding, misconduct, financial irregularities, or breaches of Adventure Wellbeing School policies.

Immediate Safeguarding Actions

If the report raises safeguarding concerns, it is escalated to the Designated Safeguarding Lead (DSL). Serious cases involving potential abuse or harm are immediately referred to the Local Authority Designated Officer (LADO).

Risk Level Assessment

Evaluating the level of risk and urgency to prioritise action, especially where the student is involved.

Planning and Structuring the Investigation

If further investigation is required, the Executive Headteacher appoints a qualified Investigating Officer (IO), often with input from safeguarding or legal experts. Key elements of the investigation plan include:

Defining Objectives

Establishing the investigation's scope, key questions, and potential outcomes in alignment with Adventure Wellbeing School's safeguarding and legal obligations.

Assigning Resources

Identifying the personnel, tools, or external agencies required for a thorough and impartial investigation.

Setting a Timeline

Establishing a realistic timeline for completion, with expedited processes for safeguarding-related concerns.

Conducting the Formal Investigation

The formal investigation involves gathering evidence, interviewing relevant parties, and analysing documentation. Steps include:

Evidence Collection

The IO gathers documentation such as emails, meeting notes, and any other relevant records, ensuring all evidence is securely stored and managed under GDPR.

Interviews

Relevant parties, including witnesses, are interviewed. All participants are informed of their rights, including confidentiality and support options, such as union representation.

Collaboration with Experts

The IO consults with safeguarding, legal, or HR professionals as necessary to ensure the investigation is comprehensive and compliant with regulatory standards.

For complex or sensitive cases, Adventure Wellbeing School may involve external investigators or safeguarding experts to ensure objectivity and thoroughness.

Documentation and Record-Keeping

Adventure Wellbeing School ensures meticulous record-keeping throughout the investigation:

Investigation Logs

The IO maintains a detailed log documenting all actions, findings, and decisions.

Secure Storage

Records are stored securely and are only accessible to authorised personnel to ensure confidentiality.

Regulatory Compliance

Where necessary, investigation records may be shared with external bodies, such as Ofsted or the LADO, in line with safeguarding regulations.

Corrective Action and Disciplinary Measures

Findings from the investigation inform appropriate corrective actions, which may include:

Policy and Procedural Changes

Addressing systemic issues by revising policies, procedures, or training programmes.

Staff Retraining

Mandating additional training for staff involved in policy breaches to prevent recurrence.

Disciplinary Actions

Implementing disciplinary measures, including warnings, suspension, or dismissal, where misconduct is substantiated.

Law Enforcement Involvement

Reporting criminal conduct to the police, with Adventure Wellbeing School supporting law enforcement investigations as needed.

Reporting to External Bodies and Follow-Up

Significant issues, particularly safeguarding concerns, may require Adventure Wellbeing School to notify external authorities:

Reporting to the LADO or Ofsted

Ensuring regulatory compliance and accountability for safeguarding-related concerns.

Informing Parents or Guardians

Where appropriate, Adventure Wellbeing School may notify parents or guardians about issues affecting student safety, while maintaining confidentiality for other parties.

Whistle-Blower Follow-Up and Feedback Mechanisms

To support a culture of openness, Adventure Wellbeing School prioritises follow-up with whistle-blowers:

Providing Outcome Summaries

Whistleblowers are informed of investigation outcomes in general terms, respecting data protection Adventure Wellbeing School.

Encouraging Feedback

Feedback from whistle-blowers is sought to refine Adventure Wellbeing School's policies and procedures.

Offering External Support

Whistle-blowers are reminded of external resources, such as the NSPCC or Protect, for further advice or assistance.

Support, Training, and Resources

Adventure Wellbeing School recognises that the effectiveness of its Whistleblowing Policy depends not only on robust procedures but also on comprehensive support, accessible resources, and continuous staff training. These initiatives aim to create a supportive environment where staff feel confident to report concerns.

Annual Training Sessions

Adventure Wellbeing School conducts mandatory annual training sessions for all staff, which include:

Understanding the Whistleblowing Policy

- Key objectives, procedures, and protections offered to whistle-blowers.

Safeguarding Training

- Specific focus on identifying safeguarding risks, particularly for SEND and SEMH pupils, and reporting them appropriately.

Practical Guidance

- Step-by-step instructions on how to raise concerns, maintain confidentiality, and handle sensitive issues. These sessions ensure staff are well-informed and empowered to recognise and act on potential risks or misconduct.

Ongoing Support Systems

Adventure Wellbeing School provides emotional and professional support to whistleblowers and those involved in investigations:

Access to Leadership

- Staff can seek guidance or clarification from the Executive Headteacher or members of the Senior Leadership Team (SLT) about whistleblowing procedures.

Union Representation

- Staff are encouraged to consult union representatives for additional support during the reporting or investigation process.

Counselling Services

- For those experiencing stress or anxiety due to whistleblowing, Adventure Wellbeing School offers access to confidential counselling services.

External Resources

Adventure Wellbeing School makes external resources readily available to staff, ensuring they have access to independent advice and support when needed:

Protect (formerly Public Concern at Work)

- An independent organisation providing confidential advice on whistleblowing, including legal protections under PIDA.
- Contact: 0203 117 2520

NSPCC Whistleblowing Helpline

- A dedicated helpline for concerns related to child welfare and safeguarding.
- Contact: 0800 028 0285.

Information Accessibility

To ensure all staff are aware of available support, Adventure Wellbeing School:

Distributes Policy Documents

- The Whistleblowing Policy is included in onboarding materials for new staff and regularly updated copies are distributed to existing staff.

Creates Visible Resources

- Posters and guidance documents are displayed in communal areas, highlighting key contacts and whistleblowing steps.

Continuous Improvement

Adventure Wellbeing School seeks feedback from staff and external bodies to improve training and resources:

Feedback Mechanisms

- Anonymous surveys or suggestion boxes allow staff to share insights about the effectiveness of training and resources.

Policy Reviews

- Feedback is incorporated into annual policy reviews to ensure training and support systems remain relevant and effective.

By integrating these support systems, training initiatives, and external resources, Adventure Wellbeing School fosters a culture where staff feel secure and supported in raising concerns. This proactive approach enhances Adventure Wellbeing School's commitment to safeguarding, transparency, and ethical standards.

Policy Review and Monitoring

Adventure Wellbeing School is committed to maintaining an effective Whistleblowing Policy through regular review and monitoring. These efforts ensure the policy remains aligned with legal requirements, safeguarding best practices, and feedback from the school community.

Annual Reviews

The Proprietor conducts annual reviews of the Whistleblowing Policy to:

Ensure Compliance

- Verify alignment with current legislation, such as the Public Interest Disclosure Act (PIDA), Keeping Children Safe in Education (KCSIE), and safeguarding guidelines.

Incorporate Feedback

- Evaluate input from staff, whistle-blowers, and external stakeholders to identify areas for improvement.

Address Emerging Challenges

- Adapt the policy to respond to new risks, safeguarding challenges, or changes in the educational environment.

Communication of Updates

Any amendments to the policy are promptly communicated to all staff. Updates are accompanied by revised training sessions to ensure the changes are clearly understood and implemented.

Continuous Improvement

Adventure Wellbeing School actively encourages staff to provide feedback on the Whistleblowing Policy through surveys, suggestion boxes, and direct communication with leadership. Insights from whistleblowing cases are used to:

Refine Procedures

- Improve reporting processes, investigation protocols, and support systems.

Enhance Training

- Address gaps in staff knowledge or confidence through targeted training sessions.

Through these monitoring and review practices, Adventure Wellbeing School ensures the Whistleblowing Policy remains a valuable tool in safeguarding pupils, fostering transparency, and upholding ethical standards.

Appendices

Appendix A: Key Contacts

- **NSPPC Whistleblowing Advice Line:** 0800 028 0285
- **Protect (formerly Public Concern at Work):** 0203 117 2520

Appendix B: List of Prescribed Bodies

- **Ofsted:** For concerns related to educational standards or child welfare.
- **Department for Education (DfE):** For regulatory or compliance issues.
- **Local Safeguarding Authorities:** For safeguarding concerns affecting pupils.

Appendix C: Whistleblowing Form

Employee Name:

- **Date:**
- **Summary of Concern:**