

Whistleblowing Policy

1. Purpose

This policy sets out how staff, volunteers, and others connected with Liminal Education East Anglia Ltd can raise concerns about wrongdoing, risks, or malpractice within the provision. It ensures that issues are taken seriously, investigated properly, and that whistleblowers are protected from victimisation.

2. Principles

We are committed to:

- Creating an open and supportive culture where concerns can be raised without fear.
- Protecting children, young people, and staff from harm.
- Acting with integrity and accountability in all areas of our work.
- Meeting our legal duties, including safeguarding and employment law requirements.

3. Scope

This policy covers concerns about:

- Safeguarding and child protection failures.
- Criminal activity or suspected criminal activity.
- Health and safety risks.
- Breaches of legal obligations.
- Misuse of funds or resources.
- Bullying, harassment, or professional misconduct.
- Attempts to conceal wrongdoing.

It does not cover personal grievances, which should be dealt with through the staff grievance procedure.

4. How to Raise a Concern

- Concerns should be raised as soon as possible, verbally or in writing.
- In the first instance, concerns should normally be raised with the Head of Centre.
- If the concern involves the Head of Centre, it should be raised with the commissioner (school or local authority).
- If the concern relates to safeguarding, the Designated Safeguarding Lead (DSL) must be informed immediately.

5. Investigation and Response

- All concerns will be taken seriously and handled sensitively.

- An initial assessment will be made to determine how the matter should be investigated.
- Investigations will be proportionate, timely, and carried out by an appropriate person.
- Feedback will be provided to the whistleblower where possible, while respecting confidentiality and data protection.

6. Protection for Whistleblowers

- Staff and others raising concerns in good faith will not be victimised, dismissed, or otherwise disadvantaged.
- Malicious or vexatious complaints may be dealt with under disciplinary procedures.

7. Confidentiality

- Concerns may be raised anonymously, although this may limit the ability to investigate fully.
- The identity of whistleblowers will be kept confidential as far as possible.

8. External Reporting

If a whistleblower feels their concern has not been properly addressed internally, they may raise it externally with:

- The Local Authority (where they commissioned the placement).
- Ofsted (if safeguarding or serious risk to pupils is suspected).
- The Police (if a crime is suspected).

9. Policy Review

This policy will be reviewed annually, or sooner if guidance changes or if learning from cases indicates a need for revision.

Approved by: **Richard Henwood** (Head of Centre)

Date: 01/09/25

Next Review: September 2026