

Beacon Alternative School CIC (and Alternative Provision)

Whistleblowing Policy



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Written by: O'Connell/Field

Review Due by: October 2026

Note: Beacon Alternative Provision operates under Beacon Alternative School CIC, which is not yet a registered school but is working toward future registration. This policy applies to all sites used by Beacon AP, including home-based learning and off-site venues.

1. Introduction

Beacon Alternative School CIC is committed to maintaining the highest standards of safeguarding, professionalism, and integrity.

Whistleblowing is the process by which staff can raise concerns about wrongdoing or unsafe practices within the organisation. This policy ensures that all staff feel confident to speak up about concerns, particularly those relating to safeguarding, without fear of negative consequences.

2. Aims

This policy aims to:

- Encourage staff to report concerns about wrongdoing or unsafe practice.
- Ensure concerns are taken seriously and investigated appropriately.
- Protect staff who raise concerns in good faith from victimisation or disadvantage.
- Promote a culture of openness, transparency, and accountability.
- Ensure compliance with Keeping Children Safe in Education (KCSIE 2025).

3. Scope

This policy applies to:

- All staff, including the Head of Provision.
- Volunteers, contractors, and visiting professionals.
- Any adult working on behalf of Beacon AP.
- All learning environments, including home-based and off-site provision.

4. What is Whistleblowing?

Whistleblowing relates to concerns about:

- Safeguarding failures or risks to children.
- Unlawful conduct or criminal activity.
- Poor or unsafe professional practice.
- Breaches of policies or procedures.
- Attempts to conceal any of the above.

This policy is not intended for personal grievances, which should be addressed through the appropriate staff procedures.

5. Raising a Concern

5.1 Internal Reporting

Staff should normally raise concerns with:

- The Designated Safeguarding Lead (DSL), or
- The Head of Provision

Concerns should be raised as soon as possible and can be made verbally or in writing.

5.2 If the Concern Involves Senior Staff

- If the concern relates to the DSL or Head of Provision, it should be raised with an appropriate external body (e.g. Local Authority).

5.3 External Reporting

If a staff member feels unable to raise a concern internally, or believes it has not been addressed appropriately, they may contact:

- The Local Authority
- The NSPCC Whistleblowing Helpline (0800 028 0285)
- Other relevant professional bodies

6. Responding to Concerns

- All concerns will be taken seriously and acted upon promptly.
- The appropriate safeguarding procedures will be followed where necessary.
- The individual raising the concern will be informed of the outcome where possible.

7. Confidentiality and Protection

- All concerns will be handled sensitively and confidentially.
- Staff raising concerns in good faith will be protected from victimisation or disadvantage.
- Anonymous concerns will be considered, although they may be more difficult to investigate.

8. Safeguarding and Whistleblowing

- Safeguarding concerns must always be treated as a priority.
- Staff should not delay raising concerns, even if they are unsure.
- All safeguarding concerns must also follow the Safeguarding Policy procedures.

9. Recording and Monitoring

- All whistleblowing concerns will be recorded, including:
 - Nature of the concern
 - Date raised
 - Actions taken
 - Outcome
- Records will be stored securely and reviewed as part of safeguarding oversight.

10. Roles and Responsibilities

Staff:

- Raise concerns promptly and in good faith.
- Follow procedures outlined in this policy.

Designated Safeguarding Lead (DSL):

- Receive and respond to concerns.
- Ensure safeguarding procedures are followed.
- Maintain accurate records.

Head of Provision:

- Oversee the handling of concerns.
- Ensure staff feel safe to raise issues.
- Promote a culture of openness and accountability.

11. Review and Monitoring

- This policy will be reviewed annually or sooner if guidance changes.
- Monitoring will include:
 - Staff awareness and confidence in reporting concerns
 - Safeguarding audits
 - Review of any whistleblowing cases