



Whistleblowing Policy – Safe Space Education

Version 1 (01.03.2026)

1. Introduction

Safe Space Education encourages a culture where staff feel confident to raise concerns about wrongdoing, unsafe practice, or misconduct without fear of reprisal.

2. Purpose

This policy ensures staff can:

- Report concerns safely
- Protect children from harm
- Maintain high standards of integrity
- Prevent malpractice

3. What Can Be Reported

Concerns may include:

- Safeguarding failures
- Unsafe practice
- Fraud or financial misconduct
- Bullying or harassment
- Breaches of policy
- Criminal behaviour

4. How to Report

Staff can report concerns to:

- The DSL
- Senior leadership
- The Director
- The Local Authority (if safeguarding-related)

Reports may be made anonymously.

5. Protection for Whistleblowers

Staff will not face:

- Dismissal
- Disciplinary action
- Harassment
- Victimisation

for raising genuine concerns.

6. Investigation

All concerns will be:

- Taken seriously
- Investigated promptly
- Handled confidentially

7. Review

This policy will be reviewed annually or sooner where appropriate

Review date: 01.03.2027