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WELLBEING

Whistleblowing Policy (SEND-Specific)

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Document title	Whistleblowing Policy (SEND-Specific)
School / Provision	Imagine Wellbeing School (Independent SEND Primary)
Applies to	All staff, volunteers, contractors, agency staff, governors/proprietors, and anyone working on behalf of IW
Policy owner	Headteacher/Principal
Safeguarding link	Designated Safeguarding Lead (DSL) and Deputy DSL
HR link	HR Lead / Proprietor HR contact (where separate)
Publication date	January 2026
Review date	September 2026 (or sooner if guidance/law changes)
Key legislation	Public Interest Disclosure Act (PIDA) 1998; Employment Rights Act 1996; Working Together to Safeguard Children; Data Protection Act 2018; UK GDPR
Standards alignment	Independent School Standards (ISS) Part 3 & Part 8; Ofsted expectations on safeguarding culture; KCSIE information-sharing and allegations management
Related policies	Safeguarding/Child Protection; Allegations Against Adults; Complaints; Behaviour/Positive Handling; HR Disciplinary & Grievance; Safer Recruitment; Data Protection; Risk Assessment
Confidentiality	IW will protect confidentiality and anonymity where possible, and will not tolerate victimisation of whistleblowers.

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1. Purpose and SEND context

Imagine Wellbeing School (IW) is an independent SEND primary provision. Our pupils may be autistic, have communication needs, sensory processing differences, SEMH needs and/or complex trauma histories. They can be especially vulnerable to poor practice, boundary violations, neglect of reasonable adjustments, and unsafe systems. Whistleblowing is one of the school's most critical safeguarding tools. It enables adults to raise concerns early, prevent harm, capture learning, and maintain high standards.

Policy aims

- To provide clear, safe routes for reporting wrongdoing in the public interest.
- To ensure concerns about safeguarding, welfare, health and safety, or unethical practice are acted on promptly.
- To protect whistleblowers from retaliation, victimisation or disadvantage.
- To ensure IW's leadership and governance are open to challenge and learn from concerns.
- To strengthen a culture where safeguarding is everyone's responsibility and SEND pupils are protected through robust systems.

2. What is whistleblowing?

Whistleblowing is the act of raising a concern, in the public interest, about wrongdoing that affects others. This includes issues that could put pupils (especially pupils with SEND), staff, or visitors at risk, or that may breach the law, statutory guidance, regulatory standards, or IW policies.

Examples of whistleblowing concerns

- Safeguarding failures: poor supervision, unsafe physical intervention, neglect indicators, poor management of allegations, or inability to follow referral procedures.
- Unsafe practice: health and safety breaches, unsafe premises, inadequate risk assessment, unsafe restraint, or unsafe transport/visits.
- Abuse of position or professional misconduct: boundary violations, intimidation, grooming behaviour, discrimination, or misuse of authority.
- Systemic SEND failures: refusal to implement reasonable adjustments, ignoring EHCP provisions, repeated seclusion/isolation without a lawful basis, or unsafe sensory practices.
- Criminal or financial wrongdoing: fraud, misuse of funds, theft, or corruption.
- Data protection breaches: improper sharing of sensitive pupil information or insecure record-keeping.
- Regulatory misrepresentation: inaccurate reporting to commissioners, LAs, or regulators.

3. Policy scope and exclusions (grievance vs whistleblowing)

This policy applies to all staff (including agency staff), volunteers, contractors, trainees and anyone working on IW's behalf. It addresses concerns raised about IW or its provision.

What this policy does not cover

- Personal employment grievances (e.g., pay, rota disagreements, interpersonal conflict) – these should usually be raised via the Grievance Procedure, unless they involve wrongdoing in the public interest.
- Complaints from parents/carers – these are handled through the Complaints Policy.
- Concerns about matters outside IW's work (unless they impact safeguarding or the school's integrity).

If you are unsure

If you are unsure whether your concern is a grievance or a whistleblowing matter, speak to the Headteacher/Principal, the DSL, or an independent senior contact listed in Appendix A for advice. IW will not penalise a person for seeking guidance.

4. Legal framework and protections

Whistleblowing protections in the UK are primarily set out in the Public Interest Disclosure Act (PIDA) 1998, which amended the Employment Rights Act 1996. Where a disclosure is 'protected' (made in the public interest and meeting criteria), an individual has legal protection from dismissal or detriment for raising the concern.

Key legal points (practical summary)

- A concern should be raised honestly and in good faith. You do not have to prove the wrongdoing, but you should have reasonable grounds for believing it is true.
- The school will treat malicious or knowingly false allegations seriously; however, IW distinguishes between a mistaken concern raised in good faith and a malicious report.
- Data protection applies: IW will handle information lawfully, fairly and securely, and will limit sharing to those who need to know.

5. Culture, safeguarding and inspection alignment (ISS/Ofsted/KCSIE)

IW is committed to an open culture where safeguarding is everyone's responsibility and where leaders are receptive to challenge, reflective and focused on continuous improvement. Whistleblowing supports this culture by providing safe reporting routes, ensuring allegations and safeguarding concerns are appropriately managed, and helping leaders learn from incidents.

ISS alignment (how this policy supports compliance)

- ISS Part 3: promotes welfare, health and safety through robust reporting, timely action and appropriate escalation.
- ISS Part 8: demonstrates strong leadership and management through oversight, learning, training and transparent systems.

Ofsted and safeguarding culture

- Leaders establish an open culture where safeguarding is everyone's responsibility, and staff are confident to raise concerns.
- Leaders learn from incidents and keep the impact of safeguarding systems under continual review.
- Staff understand reporting routes, record concerns, and respond consistently to keep pupils safe.

KCSIE links (information sharing and allegations)

- Staff must follow safeguarding systems and report concerns about adults and peers.
- Where concerns relate to alleged harm to a child or allegations against staff, IW follows local authority procedures and escalation routes (e.g., LADO where appropriate).
- Information is shared lawfully and proportionately to safeguard pupils.

6. Roles and responsibilities

6.1 Proprietor / Governance

- Ensures a safe culture where concerns can be raised without fear.
- Ensures whistleblowing arrangements are independent where concerns involve senior leaders or proprietors.
- Receives regular anonymised reporting on themes, actions, training and improvements.

6.2 Headteacher/Principal

- Promotes a speak-up culture and ensures staff know how to raise concerns.
- Receives disclosures, initiates triage, safeguards confidentiality and ensures prompt action.
- Ensures safeguarding routes are followed, and external agencies are contacted when required.
- Prevents retaliation; monitors wellbeing and support for whistleblowers.

6.3 Designated Safeguarding Lead (DSL)

- Advises on safeguarding threshold decisions and referral routes.
- Ensures safeguarding disclosures are recorded, risk assessed and escalated appropriately.
- Ensures the child's welfare is prioritised throughout investigations.

6.4 All staff and volunteers

- Have a duty to raise concerns where pupils may be unsafe or where wrongdoing is suspected.
- Record and report concerns promptly, including near-misses and patterns.
- Maintain confidentiality and do not investigate independently unless instructed.

7. How to raise a concern (step-by-step)

IW encourages raising concerns as early as possible. Use the decision tree in Appendix E if helpful.

1. Immediate danger? If a child is at immediate risk of harm, call 999 and alert the Headteacher/Principal/DSL straight away.
2. Raise internally first (where safe): report to your line manager or the Headteacher/Principal.
3. If the concern involves your line manager: go directly to the Headteacher/Principal or DSL.
4. If the concern involves the Headteacher/Principal: report to the Proprietor/Chair/Independent Governor contact (Appendix A).
5. If the concern involves a Proprietor or governance member: report to the Independent Governor contact or use an external prescribed body route (Appendix C).
6. Submit the disclosure: use the Whistleblowing Form (Appendix D) or email/letter. Include dates, times, what you saw/heard, who was involved, and any evidence you hold.
7. Keep records: keep a private note of the date you raised the concern and to whom. Do not retain or copy confidential pupil records.

Expected response times

- Acknowledgement: within 2 working days (or sooner for safeguarding).
- Triage decision: within 5 working days (or sooner for safeguarding).
- Feedback: IW will provide updates as appropriate, while respecting confidentiality and data protection.

8. Anonymous reporting and confidentiality

- IW accepts anonymous disclosures. However, anonymity can make an investigation more difficult. If you can, provide a way for IW to contact you confidentially (e.g., a non-work email).
- IW will protect your identity as far as possible. It may not be possible to keep your identity confidential if required by law, necessary to safeguard duties, or to ensure a fair process.
- IW will not reveal your identity to the person complained about unless necessary and, where possible, with discussion and support for you.

9. How IW responds (triage, investigation and outcomes)

9.1 Triage (initial assessment)

- Assess safeguarding threshold: does the concern indicate a child is at risk or an allegation against an adult? If yes, safeguarding routes takes priority.
- Assess urgency and immediate risk: do we need to take immediate protective action (e.g., increased supervision, removal from duties, premises safety)?
- Decide route: safeguarding/child protection, health & safety, HR disciplinary, financial audit, data protection breach process, or combined approach.

9.2 Investigation principles

- Child-centred and SEND-aware: any interaction with pupils must be planned, lawful and sensitive to communication and trauma needs.
- Fairness: all parties are treated respectfully; allegations are not assumed true or false at the outset.
- Need-to-know: information is shared only with those required to progress the matter.
- Timeliness: investigations are progressed without delay; risk controls remain in place while enquiries continue.
- Independence: where conflicts of interest exist, an independent investigator or external professional may be appointed.

9.3 Outcomes and actions

- Corrective actions: system changes, training, supervision improvements, or risk control changes.
- HR actions: management instruction, performance management or disciplinary procedures where appropriate.
- Safeguarding actions: referrals to children's social care, LADO processes or police where required.
- Regulatory actions: notifications to relevant bodies if thresholds are met.
- Learning and improvement: debriefs, policy updates, and governance oversight.

10. Support for whistleblowers (no detriment)

IW will not tolerate any form of retaliation against a whistleblower. This includes bullying, unfair treatment, loss of opportunities, intimidation, hostility or discrimination.

Support available

- A named contact (independent of the subject of the disclosure) for updates and support.
- Access to supervision/wellbeing support or occupational health advice where available.
- Reasonable adjustments for disabled staff.

- Union support or representation (where applicable).
- Signposting to independent advice services (e.g., Protect – the whistleblowing charity).

If you experience retaliation

Report it immediately using this policy. IW will treat retaliation as a serious disciplinary matter.

11. Record-keeping and data protection

- All whistleblowing reports are logged, risk assessed and assigned an investigation lead.
- Records are stored securely with access restricted to authorised personnel.
- Information about pupils is handled in line with IW's Data Protection Policy and safeguarding record rules.
- Retention: whistleblowing records are retained in line with IW's retention schedule and any statutory requirements.

12. Monitoring, reporting and continuous improvement

- Leaders analyse themes and trends (e.g., recurring issues, locations, teams, times) to prevent recurrence.
- Termly reporting to governance includes anonymised themes, actions, training compliance and improvement impact.
- The policy is reviewed annually and after any significant incident or learning review.
- Staff receive annual training on reporting routes and safeguarding-related whistleblowing.

Appendix A: Key contacts (template)

Insert local contact names, phone numbers and emails here. Keep displayed in staff areas and on induction materials.

Role	Name	Contact details
Headteacher/Principal		
Designated Safeguarding Lead (DSL)		
Deputy DSL		
HR Lead		
Chair / Independent Governor contact		
Proprietor / Governance contact		
Local Authority Designated Officer (LADO)		
Emergency services / urgent advice		

Appendix B: Internal reporting routes (at a glance)

- Line manager → Headteacher/Principal
- If line manager involved → Headteacher/Principal or DSL
- If Headteacher/Principal involved → Chair/Independent Governor contact
- If Proprietor involved → Independent Governor contact and/or external prescribed body
- Safeguarding/allegations against adults → DSL and follow LA procedures (including LADO route where appropriate)

Appendix C: External prescribed bodies (summary list)

Whistleblowers may, in some circumstances, raise concerns with an external 'prescribed body'. External reporting should be considered carefully; staff can seek confidential advice from Protect. The UK Government maintains a complete, up-to-date list of prescribed persons and bodies.

- Ofsted (where regulatory/inspection concerns apply)
- Local Authority / LADO (allegations and safeguarding processes)
- Police (criminal offences or immediate risk)
- Health and Safety Executive (serious health & safety matters)
- Information Commissioner's Office (data protection breaches)
- Charity Commission (where applicable)

Note: Always follow safeguarding procedures first where a child may be at risk.

Appendix D: Whistleblowing form (template)

- Your name (optional):
- Role/relationship to IW:
- Preferred contact details (optional):
- Date and time of disclosure:
- Nature of concern (safeguarding/health & safety/financial/data protection/other):
- What happened? (facts, dates, times, locations):
- Who was involved? (names/roles):
- Who else witnessed this?
- What evidence exists? (do not copy pupil records):
- What action have you taken so far? (if any):
- What outcome are you seeking? (e.g., investigation, system change):
- Any immediate risk to pupils (especially SEND pupils)? If yes, describe:

Appendix E: Decision tree (quick triage for staff)

8. Is a child in immediate danger? → Call 999 and alert DSL/Headteacher immediately.
9. Is this an allegation about an adult working with children? → Report to DSL/Headteacher; follow LA procedures (LADO route where appropriate).
10. Is this a safeguarding concern about a child/peer-on-peer issue? → Report via safeguarding procedures immediately.
11. Is this a health & safety hazard? → Make safe, report, and log; escalate to H&S lead.
12. Is this misconduct/financial/data protection wrongdoing? → Use whistleblowing routes; consider prescribed bodies if needed.

Appendix F: SEND-specific scenarios (examples)

- Repeated 'isolation' of a child for behaviour, without a recorded rationale, risk assessment, or agreed plan.
- Failure to implement an EHCP provision (e.g., SALT/OT programme), leading to dysregulation and injury.
- Unsafe physical intervention used instead of de-escalation, or staff not following the child's positive handling plan.
- Inappropriate sensory practices (e.g., restricting movement, withholding aids) that cause distress or risk.
- Unexplained bruising patterns not appropriately recorded, or injuries dismissed due to communication difficulties.
- Staff discouraging reporting of incidents because 'it looks bad' for the school.

These examples are not exhaustive. If in doubt, raise the concern.

13. Local Safeguarding Structure and Bury LADO Contact

In cases where allegations or safeguarding concerns relate to staff conduct, Imagine Wellbeing School follows the local inter-agency protocols defined by the Bury Safeguarding Children Partnership. All concerns involving potential risk to pupils from adults working in the provision are referred promptly to the Local Authority Designated Officer (LADO) in Bury. The LADO provides oversight, advice, and coordination in managing such concerns.

Contact details (correct as of January 2026):

Allegations Officer, Bury Council
- lado@bury.gov.uk

- 0161 253 6168
- Bury Council, Children's Services, 3 Knowsley Place, Bury, BL9 0SW

Staff are reminded that any safeguarding concerns should be reported immediately to the Designated Safeguarding Lead (DSL), who will liaise with the Headteacher and the LADO, where appropriate. All referrals are documented and monitored for outcomes.

14. Escalation Flowchart (Appendix G)

Staff must follow internal reporting routes, but where these do not lead to action or when a concern involves a senior leader or proprietor, escalation to external bodies must occur. The whistleblowing flowchart includes:

- Internal concern → Line Manager → DSL/Headteacher
 - Concern about senior staff → Chair of Proprietors or Independent Governor
 - Still unresolved or unsafe → Bury LADO or NSPCC whistleblowing helpline
 - In case of regulatory failure → Report to Ofsted (contact in Appendix A)

This staged process supports proportional, lawful, and timely handling of concerns, protecting both pupils and the integrity of the provision.

15. Case Study Scenarios (Appendix H)

a) Misuse of Physical Intervention: A staff member observes another using an unapproved hold on a distressed child with sensory needs. Reporting led to retraining, changes in supervision, and a Bury LADO consultation.

b) Neglected EHCP Provisions: A TA reports that several pupils are not receiving their required OT input due to staffing cuts. This was escalated to governance and raised at a local area SEND partnership.

c) Improper Data Disclosure: An administrator accidentally sends confidential EHCP reports to the wrong email address. An internal investigation led to a Data Protection review and staff retraining.

16. SEND-Specific Risk Themes

SEND pupils may be less likely to report harm or poor practice verbally. Staff must be vigilant about:

- Repeated patterns of distress or withdrawal
 - Unexplained injuries or bruising
 - Changes in sensory regulation after 1:1 sessions
 - Patterns of restraint are used only with certain staff
 - Exclusion from curriculum or therapies due to staffing or budgeting

All staff must consider these indicators and escalate accordingly.

17. Monitoring Whistleblowing Culture

Leadership will annually assess:

- The number and themes of whistleblowing concerns
 - Timeliness of responses and resolutions
 - Staff confidence in using the procedures (via survey)
 - Correlation with safeguarding audits, HR logs, and SEND outcomes

Governors receive anonymised summaries. Trends are reviewed termly by SLT.

18. Alignment with Ofsted Expectations

Ofsted expects providers to demonstrate a robust culture of safeguarding and transparency. Inspectors evaluate:

- Whether staff know how to raise concerns
 - If leaders respond appropriately and protect whistle-blowers
 - Evidence that the provision learns from safeguarding issues
 - SEND and inclusion compliance, especially where whistleblowing intersects with provision quality

IW uses this policy to ensure clear evidence trails and alignment with ISS Part 3 (Welfare) and Part 8 (Leadership and Management).

19. Creating a Culture of Psychological Safety

Psychological safety is a critical component of effective safeguarding practice and a transparent organisational culture. In a psychologically safe school, staff feel confident voicing concerns, admitting mistakes, and challenging practices without fear of embarrassment or reprisal.

Imagine Wellbeing School commits to developing such a culture by:

- Promoting open discussions in team meetings and debriefs
 - Encouraging challenge and professional curiosity, especially around the experience of vulnerable or non-verbal pupils
 - Ensuring whistleblowing is discussed in safeguarding and SEND training
 - Modelling respectful, non-defensive responses when concerns are raised
 - Protecting and positively acknowledging staff who raise concerns, even if outcomes are inconclusive

Research (e.g., Edmondson, 2019) supports the link between psychological safety and learning outcomes in high-risk environments such as healthcare and education. IW embeds this in its leadership strategy to align with Ofsted expectations in the Leadership and Management judgment areas.

20. Legal References and Cross-Mapping

This policy cross-references the following statutory guidance and legislation:

- The Children Act 1989 and 2004
 - Working Together to Safeguard Children (2023)
 - Keeping Children Safe in Education (2025) – especially Part 1 and Part 4
 - The Education (Independent School Standards) Regulations 2014 – Part 3 (Welfare), Part 8 (Leadership and Management)
- The Public Interest Disclosure Act 1998 (PIDA)
- Data Protection Act 2018 and UK GDPR
- The Health and Safety at Work Act 1974
- Human Rights Act 1998 – especially Article 8 (Right to private life)

As part of our compliance, this policy aligns with governance processes and is reviewed annually or sooner in response to guidance changes.

21. Professional Duties and the Role of Staff

All IW staff have a duty to:

- Act in the best interests of children
 - Understand the policy and its procedures
 - Take action when they observe or suspect misconduct
 - Maintain confidentiality and record-keeping standards
 - Know the role of the DSL and external referral pathways

This duty is reinforced through IW's supervision, training, and appraisal processes. Failure to follow the policy may result in disciplinary action. Equally, good faith whistleblowing is always protected and never penalised, in line with PIDA and internal HR policies.

22. Whistleblowing and SEND: Specific Examples

Examples where whistleblowing may apply in SEND settings:

- Use of restraint not in line with a pupil's Positive Handling Plan
 - EHCP targets not delivered due to systemic staffing gaps
 - Staff mocking or dismissing pupil communication attempts
 - Therapies were cancelled repeatedly without documentation or escalation
 - Children segregated from class without a recorded review or risk assessment

In these cases, raising concerns is not only legally justified but ethically necessary. IW considers these concerns critical indicators of organisational culture and will act upon all such reports.

23. Integration with Risk Management and Governance

Whistleblowing concerns are tracked within the school's wider risk management system. All disclosures that raise concerns over organisational culture, health and safety, safeguarding, or operational delivery are reviewed as part of termly governance reports.

Risk categories may include:

- Staff misconduct
- Safeguarding process breakdown
- Confidentiality or data loss
- Non-compliance with EHCP or therapeutic entitlements
- Breaches of physical safety or wellbeing

The Headteacher and DSL jointly submit safeguarding and whistleblowing trend summaries to the Proprietors/Governing Body, identifying actions taken and any learning outcomes. This ensures oversight and continuous improvement.

24. Action Plan for Policy Implementation

The implementation of this policy is not passive — it is embedded in the school's leadership, training, and monitoring culture. The following actions are required to ensure meaningful adoption:

- Induction: All new staff are trained in the whistleblowing policy and the reporting flowchart within 7 days of start.
 - Annual Training: All existing staff are trained every Autumn term, with KCSIE updates included.
 - Monitoring: DSL logs number and nature of whistleblowing disclosures termly.
 - Culture Survey: A staff psychological safety survey is carried out every Spring to evaluate confidence in raising concerns.
 - Display: This policy is visibly displayed in staff rooms, digital portals, and included in the safeguarding handbook.

Leaders are responsible for modelling transparency and responding appropriately. This action plan is reviewed and monitored annually.

25. Appendix I – Inspection and Regulatory Alignment Reference

For inspection preparation, this appendix helps school leaders reference policy alignment with key statutory frameworks.

- KCSIE 2025 – Part 1 (awareness), Part 2 (management of safeguarding), Part 4 (allegations)
 - ISS Regulations – Standard 7 (Handling of Concerns), Standard 8 (Leadership and Management)
 - Ofsted EIF 2023 – Safeguarding judgment, Quality of Leadership
 - SEND Code of Practice 2015 – Key Duty: Ensuring high-quality provision and early response to risk
 - Public Interest Disclosure Act 1998 (PIDA) – Protection for whistleblowers

Inspectors may request anonymised logs of disclosures, examples of internal action, and evidence of staff training and confidence. This policy ensures readiness for such scrutiny.

26. Barriers to Whistleblowing and Addressing Them

In educational environments, several common barriers prevent staff from reporting concerns, including:

- Fear of retaliation or victimisation
 - Belief that nothing will change
 - Concerns about damaging working relationships
 - Uncertainty about what constitutes a 'reportable' concern
 - Lack of confidence in procedures

IW addresses these barriers explicitly through ongoing reinforcement of its transparent and non-retaliatory culture. All concerns are treated respectfully and seriously, and staff who raise them are actively supported.

Leaders are expected to model good listening and to be proactive in addressing early concerns. Anonymous reporting is available through sealed-envelope submissions to the DSL or the Independent Governor.

27. Link to Complaints and Grievance Procedures

It is important to distinguish between:

- Whistleblowing: Concerns about risk or wrongdoing that affect others or the organisation (e.g., malpractice, safeguarding neglect, data breaches)
 - Complaints: Dissatisfaction with services, teaching, or individual interactions that may affect oneself or one's child
 - Grievance: Employment-related concerns affecting oneself (e.g., workload, contracts)

While this policy focuses on whistleblowing, it intersects with both complaints and grievance policies. The Headteacher or DSL will support staff in directing their concerns to the correct policy route and ensuring clarity from the outset.

Where whistleblowing reveals systemic weaknesses, both safeguarding and complaints procedures may be triggered. In all cases, actions taken must be recorded and proportionate.

28. Data Protection and Confidentiality in Whistleblowing

All whistleblowing disclosures are treated with the utmost confidentiality. Information is only shared on a need-to-know basis and in line with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

Records are stored securely in the school's safeguarding log (digital or paper-based). Where disclosures result in investigations, only those authorised will be involved in handling the information.

The identity of whistleblowers is protected wherever possible. However, in cases where a criminal or safeguarding risk is present, it may not be possible to keep identity entirely anonymous – this is communicated clearly at the point of disclosure.

29. Recording, Logging, and Evidence Standards

All whistleblowing disclosures must be:

- Recorded on the IW Whistleblowing Disclosure Form (Appendix D)
 - Signed and dated by both the reporter and the recipient (if not anonymous)
 - Assigned a unique reference number for tracking
 - Logged in the Safeguarding Concerns Central Record (SCR)

If an external agency (LADO, Ofsted, or the Police) is contacted, a record of the communication must be maintained. Where outcomes lead to policy or training changes, these should be referenced in governance records.

The DSL is responsible for overseeing this log and reporting anonymised data to governors and proprietors each term.

30. Review and Audit Process

This policy is reviewed annually by the Headteacher and DSL in consultation with the Proprietors and Independent Governor. The review process includes:

- Analysing trends in disclosures
 - Gathering anonymous feedback from staff
 - Reflecting on Ofsted and ISS updates
 - Adjusting flowcharts and contact information
 - Triangulating with safeguarding audit outcomes

Following review, a new version is published with an updated version number and recorded in the school's policy tracker. Where serious issues have occurred in the previous cycle, these are noted in the governing body minutes as part of the school's commitment to transparency and continual safeguarding improvement.