

# **Labyrinth Education LTD**

## **Whistleblowing Policy**

### **1. Introduction**

Labyrinth Education LTD is committed to maintaining the highest possible standards of honesty, openness, accountability, and integrity. As an independent education provider, the organisation seeks to conduct its affairs responsibly, ensuring that all activities are managed transparently and in the best interests of pupils, staff, and the wider community.

In line with this commitment, we encourage all employees, contractors, volunteers, and individuals working on behalf of Labyrinth Education LTD to raise serious concerns about malpractice, misconduct, or risks that threaten the safety and wellbeing of pupils or others. Any individual who raises a concern in good faith will be protected from detriment under this policy, in accordance with the Public Interest Disclosure Act 1998.

Where a concern is raised internally, whether anonymously or not, it will be treated as a protected disclosure. Labyrinth Education LTD will take all necessary steps to ensure that individuals do not face adverse repercussions for reporting genuine concerns.

#### **1.1 Purpose of This Policy**

This policy aims to:

- Encourage staff to feel confident in raising concerns relating to poor practice, malpractice, or risks.
- Provide clear channels for raising concerns and receiving feedback.
- Ensure concerns are handled properly, promptly, and fairly.
- Reassure staff that they will be protected from reprisals if they have made a disclosure in good faith.
- Support a safeguarding culture where children's welfare is paramount.

#### **1.2 Who Is Covered by This Policy?**

This policy applies to:

- All employees (permanent, temporary, full-time, part-time)
- Agency workers
- Contractors and consultants
- Volunteers and interns
- External service providers working on Labyrinth Education LTD premises

### **1.3 Scope of the Policy**

Whistleblowing covers concerns that are in the public interest and may include:

- Criminal offences
- Breach of legal obligations
- Miscarriages of justice
- Health and safety risks
- Safeguarding concerns
- Fraud or misuse of funds
- Environmental damage
- Deliberate concealment of wrongdoing

### **1.4 Safeguarding Against Harassment or Victimisation**

Labyrinth Education LTD will ensure no whistleblower suffers harassment or retaliation for raising concerns in good faith.

### **1.5 Understanding Allegations**

No action will be taken against individuals who raise concerns in good faith, even if unsubstantiated.

### **1.6 Confidentiality**

Concerns will be handled confidentially wherever possible.

### **1.7 Anonymous Allegations**

Anonymous concerns will be considered, although investigation may be limited.

### **1.8 Reasons for Whistleblowing**

- Prevent wrongdoing
- Protect pupils and staff
- Safeguard children
- Avoid personal implication

## **1.9 Barriers to Whistleblowing**

- Fear of repercussions
- Concerns about relationships
- Worry about being wrong

## **2.0 How to Raise a Concern**

Concerns may be raised with:

- Line Manager / Headteacher
- Designated Safeguarding Lead (DSL)
- Proprietor (if concern involves senior management)

### **External options:**

- NSPCC Whistleblowing Line – 0800 028 0285
- Local Authority Designated Officer (LADO)
- Protect (Public Concern at Work)

## **2.1 How Labyrinth Education LTD Will Respond**

All concerns will be acknowledged and investigated appropriately and in a timely manner.

## **2.2 Initial Enquiry**

Initial enquiries determine whether further investigation is required.

## **2.3 Preliminary Enquiry**

Senior leaders may refer issues to:

- Safeguarding procedures
- Police (if criminal conduct)
- Proprietor (financial concerns)
- Disciplinary processes

## **2.4 Investigation**

Investigations may include interviews, reviewing evidence, and gathering documentation.

## **2.5 Investigation Timescale**

Within 14 days:

- Written acknowledgement
- Support information
- Outline of next steps

Within 28 days:

- Progress update

## **2.6 Outcome of Investigation**

A written report will be produced. The whistleblower will be informed of outcomes where legally permitted.

## **2.7 Monitoring and Review**

The Proprietor is responsible for monitoring policy effectiveness.

This policy should be read alongside:

- Child Protection and Safeguarding Policy
- Staff Behaviour / Code of Conduct Policy
- Complaints Policy
- Disciplinary Policy