Bridging Futures

Personalised education. Therapeutic support. A place to belong.

Whistleblowing Policy

Version: September 2026
Review Date: September 2027
Author: Claire Galbraith, Education Director

Statement of Intent

Bridging Futures is committed to maintaining the highest standards of safeguarding, honesty and professional conduct. We encourage anyone working with us to raise concerns if they believe something is unsafe, illegal or inappropriate.

Concerns raised in good faith will always be taken seriously and investigated appropriately. No member of staff or volunteer will be treated unfairly for raising a genuine concern.

Purpose

The purpose of this policy is to provide a clear process for reporting concerns that may affect the safety of children, staff, visitors or the reputation of Bridging Futures.

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

Raising a Concern

Concerns should normally be reported to the Education Director or the Designated Safeguarding Lead (DSL) as soon as possible.

Where the concern relates to either of these individuals, or it is not appropriate to raise it internally, concerns may be reported directly to the Local Authority Designated Officer (LADO), Children's Social Care, the Police or another appropriate regulatory body.

Any concern relating to the safety or welfare of a child must be reported immediately in line with the Safeguarding and Child Protection Policy.

Responding to Concerns

All concerns will be treated seriously, investigated fairly and handled as confidentially as possible. Appropriate action will be taken where concerns are substantiated, and records will be maintained securely in accordance with data protection legislation.

Protection for Whistleblowers

Bridging Futures will not tolerate victimisation or unfair treatment of anyone who raises a genuine concern in good faith. However, deliberately false or malicious allegations may be dealt with through appropriate procedures.

Related Policies

This policy should be read alongside the:

- Safeguarding and Child Protection Policy
- Staff Code of Conduct
- Complaints Policy
- Health and Safety Policy

Monitoring and Review

This policy will be reviewed annually, or sooner if changes to legislation or guidance require it.

Review Date: September 2027

Author: Claire Galbraith
Education Director – Bridging Futures