

QMX ACADEMY

WHISTLE BLOWING

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1. Purpose and Scope

This policy outlines QMX Academy's commitment to encouraging a culture of openness and accountability. Staff, volunteers, and contractors are encouraged to raise concerns about malpractice, wrongdoing, or risks to individuals and the organisation without fear of reprisal.

2. Legal Framework

This policy complies with:

- Public Interest Disclosure Act 1998
- Employment Rights Act 1996
- Education Act 2002
- Keeping Children Safe in Education (KCSIE) 2024

3. Definition of Whistleblowing

Whistleblowing is when an individual reports concerns about:

- Illegal activity
- Child protection and safeguarding issues
- Financial mismanagement or fraud
- Health and safety risks
- Breach of professional codes of conduct
- Discrimination or harassment

4. Matters That Can Be Reported

- Abuse or neglect of learners
- Unsafe practices
- Criminal offences
- Breaches of internal policies or procedures
- Attempts to conceal wrongdoing

5. Reporting Procedure

- Concerns should be raised with the DSL, line manager, or Director.

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- Reports can be verbal or written.
 - If internal channels are not appropriate, reports can be made to the Local Authority Designated Officer (LADO) or Ofsted.

6. Confidentiality and Anonymity

- All concerns will be handled sensitively and, where possible, confidentially.
- Anonymous reports will be considered, but may be more difficult to investigate.

7. Protection and Support for Whistleblowers

- QMX Academy does not tolerate victimisation or harassment of whistleblowers.
- Support will be provided through pastoral care and, if needed, external services.
- Whistleblowers are legally protected from dismissal or penalisation.

8. Investigation Process

- A timely, fair, and impartial investigation will be undertaken.
- The outcome will be communicated to the whistleblower, where appropriate.
- Follow-up action will be taken as required.

9. False Allegations

- Malicious or knowingly false allegations may result in disciplinary action.
- Whistleblowers making genuine reports will not be penalised.

10. Monitoring and Review

- The DSL and SLT will monitor reports and trends.
- This policy will be reviewed annually or following a significant incident.

To raise a concern, please contact the DSL, Line Manager or Director in confidence.