



# Whistleblowing and low-level concerns Policy

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Annual	01/08/2025	Simon Hunt	01/08/2026

Role	Name	Signature	Date
Director	Simon Hunt		01/08/2025

# Whistleblowing and low-level concerns Policy

Discovery Education Centre is committed to the highest standards of openness, integrity, and accountability. We encourage staff to raise concerns about safeguarding, misconduct, or malpractice without fear of reprisal.

## Policy Statement:

This policy complies with the Public Interest Disclosure Act 1998 and Keeping Children Safe in Education (KCSIE, 2024). It provides a framework for reporting low-level concerns and whistleblowing issues.

## Procedures and Arrangements:

1. Low-Level Concerns – Any behaviour by a staff member that does not meet professional standards but falls below the harm threshold must be reported to the Designated Safeguarding Lead (DSL). Records are kept securely and monitored for patterns.
2. Whistleblowing – Staff may raise concerns about safeguarding, fraud, malpractice, or unsafe practice directly with the DSL or Director.
3. Confidentiality – All concerns will be treated with sensitivity. Information is shared only with those who need to know. Anonymous reporting is permitted but may limit investigation.
4. Protection – No staff member will suffer detriment for raising a genuine concern, even if it proves unfounded. Malicious allegations will be addressed through disciplinary procedures.
5. Training – All staff receive training on this policy at induction and through annual safeguarding refreshers.