



Future Stars Education

Whistleblowing Policy

Whistleblowing Policy

Future Stars Education is committed to maintaining the highest standards of integrity, accountability, and transparency. This Whistleblowing Policy provides a framework for employees, contractors, volunteers, and other stakeholders to report concerns about wrongdoing within the organisation in a safe and confidential manner.

1. Purpose of the Policy

- Encourage individuals to raise concerns about malpractice, misconduct, or illegal activities.
- Provide clear guidelines on how to report concerns.
- Protect whistleblowers from retaliation or victimisation.
- Ensure concerns are handled promptly, fairly, and confidentially.

2. Scope of the Policy

Applies to all individuals involved with Future Stars Education, including:

- Employees
- Contractors
- Volunteers
- Students (where appropriate)
- Parents and carers (if concerns relate to safeguarding or malpractice)

Concerns include, but are not limited to:

- Safeguarding failures or neglect.
- Financial fraud or mismanagement.
- Breaches of health and safety regulations.
- Discrimination, harassment, or bullying.
- Unethical or illegal practices.



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3. What Is Whistleblowing?

Reporting concerns about wrongdoing that may harm individuals, the organisation, or the public interest.

Does not cover personal grievances (see grievance procedure).

4. How to Raise a Concern

Steps to Follow:

- Initial Reporting: Raise with line manager or a senior leader. If the concern is about a manager, go to the safeguarding lead.
- Written Report: Include details, dates, people involved. Send to hello@futurestareducation.co.uk or submit to the safeguarding lead.
- Confidentiality: Identity will remain confidential unless legally required.

5. How We Will Respond

- Acknowledgement: We will acknowledge reports promptly.
- Investigation: An impartial review with interviews, document checks, and evidence gathering.
- Outcome and Feedback: We will share outcomes where appropriate.
- Corrective Action: Disciplinary, legal, or procedural changes if wrongdoing is confirmed.

6. Protection for Whistleblowers

- Protection from retaliation or harassment.
- Any retaliation will lead to disciplinary action.
- Report unfair treatment after whistleblowing immediately.

7. External Reporting

If concerns remain unresolved, contact:

- Local Authority Designated Officer (LADO)
- Health and Safety Executive (HSE)
- The Charity Commission (if applicable)
- The Police (for illegal activity)



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8. Roles and Responsibilities

Staff/Volunteers: Raise concerns, cooperate with investigations.

Management: Ensure fair treatment, protect identities, manage investigations.

Safeguarding Leads: Handle safeguarding-related whistleblowing.

9. Monitoring and Review

Reviewed annually. Feedback from whistleblowers used to improve policy.

Contact Information:

- Whistleblowing Email: hello@futurestareducation.co.uk
- Safeguarding Leads: Curtis Obeng & Henoc Mukendi
- Senior Management: Curtis Obeng & Henoc Mukendi

We value honesty and accountability. Reporting concerns helps protect our provision and the young people we serve.