



SENnections Whistleblowing Policy

Version: 1.0

Effective Date: _____

Review Date: _____

Policy Owner: SENnections Management

1. Purpose

SENnections is committed to maintaining the highest standards of safeguarding, professional conduct and safety in all educational settings.

This Whistleblowing Policy provides guidance on how candidates and staff can report concerns about unsafe, unethical or illegal practice without fear of reprisal.

2. Scope

This policy applies to:

- All candidates registered with SENnections
 - All staff placed in educational settings
 - All individuals representing SENnections
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3. What is Whistleblowing?

Whistleblowing is the process of reporting concerns about wrongdoing, unsafe practice, or illegal activity within a workplace or organisation.

Examples may include:

- Failure to follow safeguarding procedures
 - Unsafe practice that places children at risk
 - Inappropriate behaviour by staff
 - Fraud or financial misconduct
 - Discrimination or harassment
 - Breaches of professional standards
 - Criminal activity
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4. Principle of Whistleblowing

SENnections is committed to ensuring that:

- All concerns are taken seriously
 - All reports are investigated appropriately
 - Individuals raising concerns are protected from unfair treatment or retaliation
 - Confidentiality is maintained wherever possible
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5. How to Raise a Concern

Candidates should raise concerns in the following order where appropriate:

1. Within the Placement Setting

- Report to the Designated Safeguarding Lead (DSL) or Headteacher
- Or report to a senior member of staff if appropriate

2. SENnections

- Inform SENnections management as soon as possible after raising the concern
- Provide factual, clear information about the issue

3. External Authorities (if required)

If concerns are not addressed appropriately, individuals may escalate to:

- Local Authority Designated Officer (LADO)
 - Local Safeguarding Partnership
 - Ofsted or relevant regulatory bodies
 - Police (if a crime is suspected or occurring)
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6. Confidentiality

All whistleblowing concerns will be treated as confidential wherever possible.

Information will only be shared with those who need to know in order to:

- Investigate the concern
 - Protect children or vulnerable individuals
 - Comply with legal obligations
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7. Protection from Reprisal

SENnections will not tolerate any form of:

- Victimisation
- Harassment
- Dismissal
- Unfair treatment

towards any individual who raises a concern in good faith.

8. False or Malicious Allegations

If a concern is raised maliciously or without reasonable grounds, disciplinary action may be taken.

However, no action will be taken against individuals who raise concerns honestly and in good faith, even if they are later found to be unsubstantiated.

9. Record Keeping

All whistleblowing concerns will be:

- Recorded securely
 - Handled in accordance with GDPR
 - Stored only for as long as necessary
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10. Responsibilities

All candidates and staff must:

- Act promptly when concerns arise
- Follow safeguarding procedures
- Report concerns through the appropriate channels
- Never ignore unsafe or unethical practice

SENnections management is responsible for ensuring concerns are reviewed and acted upon appropriately.

11. Policy Acknowledgement

By registering with SENnections, candidates confirm that they:

- Have read and understood this Whistleblowing Policy
- Understand how to raise concerns
- Agree to act in accordance with this policy at all times