Whistleblowing Policy & Procedure

Bellissimo Training CIC
Alternative Provision for Young People Aged 11–16

Designated Safeguarding Lead (DSL): Amy Lawrence
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1. Purpose of this Policy

This policy explains how staff, volunteers, students, parents, carers, contractors, and external professionals can report concerns regarding unsafe practice, safeguarding, misconduct, illegal activity, or behaviour that may place a child, young person, staff member, or the provision at risk.

2. Our Commitment

Bellissimo Training CIC is committed to creating a safe, transparent, and supportive environment where concerns can be raised without fear of unfair treatment or discrimination. We actively encourage all individuals to report concerns as early as possible.

3. Concerns That Should Be Reported

Concerns may include:

• Safeguarding concerns regarding a child or young person

• Unsafe behaviour during off-site activities or trips
• Inappropriate staff conduct
• Bullying, harassment, discrimination, or intimidation
• Breaches of health and safety
• Financial misconduct or fraud
• Failure to follow safeguarding procedures
• Concerns regarding transport arrangements or external providers
• Any behaviour which could damage the wellbeing or safety of students

4. Safeguarding and Student Welfare

As an alternative provision delivering both premises-based and outdoor enrichment activities including stables, trips, workshops, cooking sessions, and mentoring, safeguarding remains at the centre of all practice. Any safeguarding concern raised through whistleblowing procedures will be treated with immediate priority.

5. Reporting a Concern

Concerns should be reported as soon as possible to the Designated Safeguarding Lead:

Amy Lawrence
Bellissimo Training CIC
Email: btraining.2024@gmail.com

Reports can be made verbally or in writing. All concerns will be recorded confidentially and reviewed appropriately.

6. If the Concern Involves Management

If the concern relates to the Designated Safeguarding Lead or management of the provision, concerns may be reported externally to:

• Salford Safeguarding Partnership
• The Local Authority Designated Officer (LADO)
• Ofsted
• NSPCC Whistleblowing Advice Line

7. Whistleblowing Support & Helpline

NSPCC Whistleblowing Advice Line:
0800 028 0285
help@nspcc.org.uk
Available for professionals and adults who need advice or wish to report concerns regarding child welfare or unsafe practice.

8. Confidentiality

All concerns will be handled sensitively and confidentially where possible. Individuals raising concerns in good faith will be supported and protected from victimisation or unfair treatment.

9. False or Malicious Allegations

Concerns should always be raised honestly and in good faith. Deliberately false or malicious allegations may be managed under disciplinary or behaviour procedures.

10. Record Keeping

All whistleblowing concerns, actions, and outcomes will be securely recorded and retained in line with safeguarding and data protection procedures.

11. Monitoring & Review

This policy will be reviewed annually or sooner if legislation, safeguarding guidance, or provision practice changes.

Salford lado contact details : telephone 01616034250

Email LADO@salford.gov.uk

Signed: _____
Name: Amy Lawrence
Position: Designated Safeguarding Lead
Date: _____