



[\(+44\) 7398 693 595](tel:+447398693595)

[info@gowiselearning.co.uk](mailto:info@gowiselearning.co.uk)

## **GoWise Learning – Whistleblowing Policy**

**Approved by:** Anamaria Blanaru, GoWise Learning CEO & Founder

**Review Frequency:** Annual

**Next Scheduled Review:** November 2026

### **1. Purpose of the Policy**

GoWise Learning is committed to the highest standards of integrity, safety and transparency. This policy ensures that tutors, staff, parents and partners can raise concerns about wrongdoing safely, confidentially and without fear of repercussions.

### **2. What Is Whistleblowing?**

Whistleblowing means raising concerns about wrongdoing that affects the safety and integrity of others. This includes:

- safeguarding or child protection failures
- unsafe working practices
- harm or risk of harm
- radicalisation concerns
- fraud or financial misconduct
- serious breaches of policy
- illegal, unethical or unprofessional conduct
- attempts to conceal wrongdoing

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### **3. Who Can Raise a Concern?**

Any tutor, contractor, parent, professional or partner connected with GoWise Learning.

### **4. Principles**

GoWise Learning commits to:

- taking all concerns seriously
- protecting the identity of the whistleblower where possible
- responding promptly and fairly
- investigating concerns thoroughly
- ensuring no retaliation occurs
- following statutory safeguarding duties

### **5. How to Raise a Concern**

Step 1 — Report to the DSL/Director of GoWise Learning:

Email: *info@gowiselearning.co.uk*

Phone: *(+44) 7398 693 595*

Step 2 — If the concern involves the Director/DSL, or you feel unable to report internally, you may contact:

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- Local Authority Designated Officer (LADO)
- NSPCC Whistleblowing Line: 0800 028 0285
- Police (if criminal concern)
- Ofsted Safeguarding Team

## **6. Information to Include**

- what happened
- who was involved
- dates/times
- concerns of risk
- evidence or observations

## **7. Confidentiality**

All concerns are treated sensitively. Your identity will be protected unless disclosure is legally required.

## **8. How Concerns Are Handled**

- Acknowledgement within 5 working days
- Initial screening
- Full investigation if required

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- Outcomes shared appropriately
- Immediate safeguarding referrals where necessary

### **9. External Escalation**

If internal procedures are not appropriate, concerns can be taken to:

- LADO
- NSPCC
- Police
- Ofsted

### **10. Malicious Allegations**

Deliberately false allegations may result in action. Concerns raised in good faith will always be protected.

### **11. Review Cycle**

This policy is reviewed annually or sooner if regulation changes.