

## **Beyond Limits Learning & Wellbeing Whistleblowing Policy (Public Statement)**

### **1. Purpose**

This policy supports anyone connected with Beyond Limits, including parents, carers, tutors, professionals and visitors, to raise genuine concerns about improper, unsafe or unethical practice.

Whistleblowing means reporting concerns that are in the public interest, such as safeguarding risks or serious misconduct.

### **2. Our Commitment**

We are committed to:

- maintaining a safe and transparent culture
- protecting children from harm
- ensuring staff and contractors act with integrity
- responding appropriately to any concerns raised

We will never tolerate victimisation of anyone who raises a concern in good faith.

### **3. What Can Be Reported**

- safeguarding concerns
- unsafe working practices
- misconduct or unprofessional behaviour
- serious breaches of policy
- behaviour that puts a child at risk
- criminal activity

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

Concerns can be reported to the Director or DSL:

#### **Designated Safeguarding Lead:**

*Simon Agius*

Email: [simon@beyondlimitslearning.co.uk](mailto:simon@beyondlimitslearning.co.uk)

Phone: 07827 580781

### **5. External Reporting**

Anyone can report concerns directly to:

- Nottinghamshire County Council Children's Social Care
- The Local Authority Designated Officer (LADO)
- The Police (in an emergency)

### **6. Confidentiality**

All concerns will be treated in confidence. Information will only be shared on a need-to-know basis to protect children and ensure a fair process.

## **7. Safeguarding Priority**

If a concern involves the safety of a child, it will be acted on immediately in line with safeguarding requirements.

Approved By

Simon Agius

Director

01/09/2025