



ATTEND - ENGAGE - PROGRESS

‘Reality Strikes Academy provides alternative education that combines academic learning with football coaching to help young people reengage with education, through a trauma informed, nurturing environment. The vision is to foster holistic personal and emotional growth to create positive pathways into the future for young people.’

REALITY STRIKES ACADEMY

WHISTLEBLOWING POLICY

2025-26

Date Reviewed: September 2025
Next Review Date: September 2026



1. Purpose

Reality Strikes Academy is committed to the highest standards of openness, integrity, and accountability. Staff, governors, volunteers, and contractors are encouraged to raise concerns about malpractice, wrongdoing, or risks to pupils, staff, or the Academy community without fear of reprisal.

This policy aims to:

- Provide clear procedures for reporting concerns.
- Protect whistleblowers from victimisation.
- Ensure concerns are taken seriously and dealt with appropriately.

2. Scope

This policy applies to:

- All staff (permanent, temporary, supply, and agency staff).
- Governors, volunteers, and contractors working on behalf of the Academy.

Concerns may include, but are not limited to:

- Safeguarding or child protection failures.
- Criminal activity.
- Breaches of legal or professional obligations.
- Misuse of Academy funds or property.
- Health and safety risks.
- Discrimination or unethical conduct.
- Deliberate concealment of malpractice.

3. Principles

- All concerns will be treated seriously and investigated promptly.
- Confidentiality will be maintained wherever possible.
- No whistleblower will suffer harassment or retaliation.
- Malicious allegations may result in disciplinary action.

4. Reporting a Concern

Concerns should be raised at the earliest opportunity. Staff may raise issues verbally or in writing.

Step 1: Internal reporting

- Designated Safeguarding Lead (DSL): Sam Woodhall – info@realitystrikes.co.uk
- Deputy DSLs or Senior Leadership Team (if concern relates to DSL).

Step 2: Governing body / Proprietor

- Proprietor: Sam Woodhall (as proprietor of Reality Strikes Academy Ltd).



Step 3: External reporting

- Ofsted whistleblowing hotline: 0300 123 3155 / whistleblowing@ofsted.gov.uk
- Local Authority Designated Officer (LADO) – Dudley LA
- NSPCC Whistleblowing Helpline: 0800 028 0285

5. Investigation Process

- The concern will be acknowledged within 5 working days.
- An initial assessment will determine next steps (formal investigation, referral, or resolution).
- Outcomes may include disciplinary action, referral to external agencies, or no further action (with rationale explained to the whistleblower).

6. Protection for Whistleblowers

Reality Strikes Academy is committed to ensuring that whistleblowers are not subject to:

- Dismissal, demotion, or loss of opportunity.
- Bullying, harassment, or victimisation.

Whistleblowers are protected under the Public Interest Disclosure Act 1998 if the disclosure is made in good faith.

7. False or Malicious Allegations

Concerns made in good faith will always be protected. However, deliberate false or malicious allegations may result in disciplinary action.

8. Links with Other Policies

This policy links with:

- Safeguarding & Child Protection Policy
- Staff Code of Conduct
- Low-Level Concerns Policy
- Allegations Against Staff Policy
- Complaints Policy

9. Monitoring & Review

This policy will be reviewed annually by the Proprietor and Senior Leadership Team. Updates will reflect changes in legislation or guidance.

Acknowledgement

I confirm that I have read and understood the Reality Strikes Academy Whistleblowing Policy and know how to report concerns.

Name: _____

Signature: _____



Date: _____