



Whistle-Blowing Policy

Last updated: 3 September 2025

Whistle-Blowing Policy

1. Purpose

Encourage staff, tutors, and parents to raise concerns safely and confidentially.

2. Scope

Covers safeguarding, misconduct, malpractice, or any concerns affecting students.

3. Process

Concerns raised via safeguarding@on22.com or leadership; confidentiality protected.

4. Protection

Whistle-blowers protected from retaliation.

5. Follow-Up

Concerns investigated promptly with appropriate action taken.

FAQs

Q: Who can raise concerns?

A: Tutors, staff, parents, or partners.

Q: Is it confidential?

A: Yes, all whistle-blowing concerns treated discreetly.

Q: What happens next?

A: Leadership investigates and responds promptly.

ON22 Academy is an online learning provider. We are not registered as an independent school with the UK Department for Education, but we follow safeguarding and wellbeing practices aligned with UK school standards.