Whistleblowing Statement

At Future Stars, the safety and wellbeing of children is our highest priority.

We are committed to maintaining a culture where concerns about safeguarding, poor practice, or misconduct can be raised openly and without fear.

All staff, volunteers, and franchise operators are expected to:

- Act in the best interests of children at all times
- Follow our safeguarding and child protection procedures
- Report any concerns about a child's welfare immediately
- Raise concerns if they believe another adult's behaviour may place a child at risk

We operate a clear Whistleblowing Policy which enables staff to report concerns confidentially and, where appropriate, anonymously. No member of staff will be disadvantaged or treated unfairly for raising a genuine concern in good faith.

What Is Whistleblowing?

Whistleblowing is the act of reporting serious concerns about:

- Unsafe or poor safeguarding practice
- Failure to follow safeguarding procedures
- Inappropriate behaviour by a member of staff or volunteer
- Conduct that may harm a child or place them at risk
- Any illegal or unethical practice within our organisation

Concerns are always taken seriously and investigated appropriately.

How Concerns Are Managed

Where concerns relate to safeguarding or the welfare of children:

- They are reported immediately to the Designated Safeguarding Lead (DSL)
- Appropriate action is taken in line with statutory guidance
- External agencies (such as the Local Authority Designated Officer or children's social care) are involved where required

If Parents Have a Concern

We encourage parents and carers to raise any safeguarding concerns directly with us as soon as possible. If you feel a concern has not been addressed appropriately, you may contact:

- The Local Authority Safeguarding Partnership
- Ofsted (for registered provision)

Future Stars operates a zero-tolerance approach to poor safeguarding practice. Protecting children is a shared responsibility, and we welcome concerns raised in good faith as part of maintaining a safe and trusted environment.

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