



Whistleblowing Policy and Procedure

Monitoring: Headteacher and Governing Body
Named Person Responsible: S.Kirkbright
Safeguarding / Whistleblowing Governor: Anne-Marie Hudson
Reviewed: September 2026
Policy Review Date: September 2027

Linked policies

- Safeguarding and Child Protection Policy
- Code of Conduct / Staff Behaviour Policy
- Low-Level Concerns Policy
- Managing Allegations Against Staff Policy
- Disciplinary Procedure
- Grievance Procedure
- Complaints Procedure
- Anti-Bullying and Harassment Policy
- Data Protection Policy
- Prevent Duty Statement

Statutory and regulatory framework

- Public Interest Disclosure Act 1998
- Employment Rights Act 1996
- Keeping Children Safe in Education 2026
- Working Together to Safeguard Children 2026
- The Education (Independent School Standards) Regulations 2014
- ISI Framework for the Inspection of Association Independent Schools (effective from 1 September 2026);
- UK GDPR and the Data Protection Act 2018
- Counter-Terrorism and Security Act 2015 (Prevent duty)
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1. Introduction

The Ryleys School (“the School”) is committed to conducting its work with honesty, integrity, transparency and accountability, and to safeguarding and promoting the welfare of every child in its care. The School expects all staff and those working on its behalf to maintain the highest standards of personal and professional conduct, in accordance with their contractual obligations, the Staff Code of Conduct, and the School’s policies and procedures.

All organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal, unethical or unsafe conduct. A culture of openness, vigilance and accountability is essential to prevent such situations occurring and to address them effectively when they do.

This policy provides a clear route for staff and others working at the School to raise serious concerns about wrongdoing, malpractice or risk to children, in the confidence that they will be listened to, that their concerns will be taken seriously and properly investigated, and that they will be protected from detriment for raising them in good faith.

This policy reflects the requirements and expectations of:

- the Public Interest Disclosure Act 1998 (PIDA), as incorporated into the Employment Rights Act 1996;
- Keeping Children Safe in Education 2026 (KCSIE), in particular Part One, Part Two, Part Four and Part Five;
- Working Together to Safeguard Children 2026;
- The Education (Independent School Standards) Regulations 2014, in particular Parts 3, 7 and 8;
- the Independent Schools Inspectorate (ISI) Framework for the Inspection of Association Independent Schools, including Residential (Boarding) Schools and Early Years Settings (effective from 1 September 2026);
- the Department for Education (DfE) advice “Whistleblowing procedure for maintained schools” and related departmental guidance for schools and colleges;
- the Counter-Terrorism and Security Act 2015 (the Prevent duty);
- the Whistleblowing Arrangements Code of Practice issued by the British Standards Institution (BSI) in association with Protect (formerly Public Concern at Work).

This policy does not form part of any employee’s contract of employment and is not intended to have contractual effect. It is provided as guidance to all members of staff at the School. The School reserves the right to amend its content from time to time, in consultation as appropriate.

2. Scope

This policy applies to all individuals working at, or on behalf of, the School at all levels, including:

- the Governors;
- the Headteacher and members of the Senior Leadership Team;
- teaching, support and administrative employees (full-time, part-time, fixed-term and casual);
- trainees, apprentices, volunteers and work experience placements;
- agency, supply and peripatetic staff;
- contractors, consultants and providers of services or activities to pupils.

All such individuals are referred to in this policy as “staff”. All staff are advised to familiarise themselves with the contents of this policy. The policy is shared with all staff at induction and is published on the School’s website and is available to parents on request.

3. Relationship to other procedures

Whistleblowing is the disclosure of information by a worker which, in their reasonable belief, tends to show wrongdoing or a risk that affects others (in particular pupils, staff, parents or the public interest). It is distinct from a personal grievance or a complaint about service.

Staff should consider which is the appropriate route before raising a concern:

- **Personal grievance** (for example, a complaint about how a member of staff has personally been treated at work) – raise under the Grievance Procedure.
- **Complaint about the School's service** (for example, by a parent or pupil) – raise under the School's Complaints Procedure.
- **Concern that an adult working at the School has behaved in a way that has, may have, or may have caused harm to a child, or has behaved towards a child in a way that indicates they may pose a risk of harm, or has behaved or may have behaved in a way that indicates they may not be suitable to work with children** ("an allegation", including any allegation of behaviour outside of work, in line with KCSIE 2026 Part Four Section One) – report immediately to the Headteacher (or to the Chair of Governors if the allegation concerns the Headteacher), who will refer to the Local Authority Designated Officer (LADO) where the threshold is met.
- **Low-level concerns about an adult** (behaviour that does not meet the harm threshold but is inconsistent with the Staff Code of Conduct) – report under the Low-Level Concerns Policy in line with KCSIE 2026 Part Four Section Two.
- **A child protection concern** (a worry that a child is at risk of, or is suffering, abuse, neglect or exploitation) – report immediately to the Designated Safeguarding Lead (DSL) or, in their absence, a Deputy DSL, in line with the Safeguarding and Child Protection Policy.
- **All other serious concerns about wrongdoing or risk** – raise under this Whistleblowing Policy.

This policy is not a substitute for normal line management. Staff should always first consider whether their concern can be raised informally with their line manager. This policy should be used where the concern is sufficiently serious, where existing internal procedures are felt to be inappropriate, or where a member of staff feels inhibited in going through normal line management.

Nothing in this policy prevents staff from raising concerns through their trade union or professional association, or from seeking independent advice.

4. What is whistleblowing?

Under the Public Interest Disclosure Act 1998, a “qualifying disclosure” is the disclosure of information which, in the reasonable belief of the worker making the disclosure, is made in the public interest and tends to show one or more of the following:

- a criminal offence has been, is being, or is likely to be committed;
- a person has failed, is failing, or is likely to fail to comply with a legal obligation;
- a miscarriage of justice has occurred, is occurring, or is likely to occur;
- the health or safety of any individual has been, is being, or is likely to be endangered;
- the environment has been, is being, or is likely to be damaged; or
- information tending to show any of the above has been, is being, or is likely to be deliberately concealed.

In the context of the School, examples of matters that may be raised under this policy include (but are not limited to):

- safeguarding or child protection concerns that have not been adequately acted upon, including concerns about the conduct of the Headteacher, the DSL, a governor or any other member of staff;
- a failure of safeguarding systems, including failures relating to safer recruitment, single central record (SCR) accuracy, allegations management or low-level concerns;
- a failure to respond appropriately to child-on-child sexual violence or sexual harassment, in line with KCSIE 2026 Part Five;
- a concern that a child is being radicalised or that the School is failing to discharge the Prevent duty;
- criminal activity, including theft, fraud or bribery;
- financial mismanagement or improper use of School or charitable funds;
- danger to the health and safety of pupils, staff or visitors;
- damage to the environment;
- failure to comply with any legal, regulatory or professional obligation, including data protection (UK GDPR), health and safety, equalities or independent school standards;
- breach of the School’s internal policies and procedures, including the Staff Code of Conduct;
- conduct likely to damage the School’s reputation;
- unauthorised disclosure of confidential information;
- the deliberate concealment of any of the above.

A “whistleblower” is a person who raises a genuine concern in good faith relating to any of the above. Staff do not need to prove that wrongdoing has occurred; they need only have a reasonable belief that it may have done.

5. Safeguarding concerns and KCSIE 2026

Safeguarding the welfare of children is everyone's responsibility. KCSIE 2026 (Part One) is clear that all staff have a duty to act in the best interests of the child, and that staff should feel able to raise concerns about poor or unsafe practice and potential failures in the School's safeguarding regime, knowing that those concerns will be taken seriously.

Routine safeguarding concerns about a child

These should be reported immediately to the Designated Safeguarding Lead (DSL) under the Safeguarding and Child Protection Policy – not under this Whistleblowing Policy.

Concerns about how the School is responding to a safeguarding issue

If a member of staff feels that:

- a safeguarding concern is not being acted upon by the DSL, the Headteacher or another colleague;
- the School's safeguarding arrangements are inadequate or are being undermined; or
- a safeguarding concern involves the Headteacher, the DSL, a governor or another senior member of staff,

they should raise the matter under this Whistleblowing Policy without delay, and may go directly to the Safeguarding / Whistleblowing Governor or, where appropriate, externally (see Section 9).

Allegations against staff and low-level concerns

Where the concern is that an adult working at or on behalf of the School has behaved (or may have behaved) in a way that has harmed, or may harm, a child, or otherwise indicates they may not be suitable to work with children, the matter must be handled in accordance with KCSIE 2026 Part Four. The Headteacher (or, if the allegation concerns the Headteacher, the Chair of Governors) is responsible for reporting the matter to the Local Authority Designated Officer (LADO) without delay, and for considering, alongside any other regulator, referrals to:

- the Disclosure and Barring Service (DBS), where the legal duty to refer is engaged;
- the Teaching Regulation Agency (TRA), where prohibition from teaching may be appropriate;
- the police, where a criminal offence may have been committed;
- Children's Social Care, where a child is, or may be, at risk of significant harm.

Concerns that fall below the harm threshold but are nevertheless inconsistent with the Staff Code of Conduct are managed under the School's Low-Level Concerns Policy, in line with KCSIE 2026 Part Four Section Two.

6. How to raise a concern

Concerns should be raised as soon as reasonably possible. The earlier a concern is raised, the easier it is to investigate and resolve it. Concerns can be raised verbally or in writing, and should where possible include:

- the background and history of the concern, with relevant dates and locations;
- the names of those involved or witnesses;
- the reason why the member of staff is concerned;
- any documents or evidence the member of staff is able to share;
- whether the member of staff wishes their identity to remain confidential, where possible.

A member of staff is not expected to prove the truth of an allegation; they need only demonstrate sufficient grounds for the concern.

6.1 Internal routes

Concerns should be raised, in this order of preference, with whichever individual the member of staff considers most appropriate:

- the member of staff's line manager;
- the Designated Safeguarding Lead (for safeguarding-related concerns);
- the Headteacher;
- the Safeguarding / Whistleblowing Governor (where the concern relates to the Headteacher, the DSL, the Senior Leadership Team, or where the member of staff prefers to raise the concern outside the executive line);
- the Chair of Governors (where the concern relates to the Headteacher or to the Safeguarding / Whistleblowing Governor).

Staff may bring a colleague or trade union representative to any meeting under this policy. Anyone accompanying a member of staff is required to respect the confidentiality of the disclosure and any subsequent investigation.

6.2 Concerns about the Chair of Governors or the wider Governing Body

Where the concern is about the Chair of Governors, or where the member of staff has reason to believe that the Governing Body collectively has failed to act, the concern may be raised directly with:

- the Vice-Chair or another governor;
- the Independent Schools Inspectorate (ISI);
- the Department for Education (DfE);

- the Charity Commission, where the concern relates to the conduct of charity trustees and the School operates as a registered charity.

6.3 Recording

The person receiving the concern will arrange a meeting with the member of staff as soon as practicable. They will record sufficient details to enable the matter to be investigated, including:

- the name of the member of staff and the date the concern was raised;
- whether the member of staff has asked for their identity to remain confidential, and any limits to that confidentiality;
- a summary of the concern;
- any immediate action taken (for example, a referral to the DSL, LADO, police or another agency).

The School will produce a written summary of the concern and provide the member of staff with a copy. Records of whistleblowing concerns will be retained securely and confidentially in line with the School's Data Protection Policy and retention schedule, and in compliance with the UK GDPR and the Data Protection Act 2018.

7. Confidentiality and anonymous disclosures

The School hopes that staff will feel able to voice whistleblowing concerns openly. Where a member of staff asks for confidentiality, the School will endeavour to keep their identity confidential so far as is reasonably possible, consistent with the need to investigate the concern fully and fairly and any legal obligations on the School (including any statutory duty to refer to the LADO, DBS, TRA, police or other agency).

If, in the course of an investigation, it becomes necessary for the member of staff's identity to be disclosed, the School will discuss this with them first. They will then have the option to withdraw the concern (although this will not always prevent the School from continuing the investigation, particularly where there is a safeguarding dimension) or to allow their identity to become known.

The School does not encourage anonymous disclosures, because they are harder to investigate. However, anonymous concerns will still be considered, particularly where they are sufficiently detailed and credible, and especially where they relate to the safety or welfare of a child.

8. Investigation and outcome

Once a concern has been raised, the School will carry out an initial assessment to determine the appropriate response. Possible outcomes of the initial assessment include:

- immediate referral to a statutory agency (LADO, Children's Social Care, the police, DBS, TRA, the Health and Safety Executive, the Information Commissioner's Office, the Charity Commission, ISI or the DfE);
- internal investigation under this policy;
- management under another internal procedure (for example, the Disciplinary, Grievance, Complaints, Low-Level Concerns or Managing Allegations Procedure);
- a finding that no further action is required, with reasons recorded.

Internal investigations under this policy will normally be carried out by a panel of three governors, none of whom has any prior involvement in the matter. In some cases, the School may appoint an independent investigator with relevant experience or specialist knowledge.

The investigator(s) may make recommendations for changes in policy, practice or governance to reduce the risk of similar concerns arising in future.

The School will keep the member of staff informed of the progress of the investigation and its likely timescale. There may be circumstances in which, for reasons of confidentiality, the member of staff cannot be told the full details of the investigation or of any disciplinary action taken. The member of staff is required to treat any information shared with them about the investigation as strictly confidential.

If, on the conclusion of an investigation, the School considers that the member of staff has made allegations falsely, maliciously or with a view to personal gain, disciplinary action may be taken under the School's Disciplinary Procedure. No disciplinary action will be taken against a member of staff who has raised a concern in good faith, even if it turns out to be mistaken.

There is no formal right of appeal against decisions taken under this procedure. However, a member of staff who is not satisfied with the outcome may refer the matter to the Safeguarding / Whistleblowing Governor (or to the Chair of Governors, where appropriate) for review, or may raise the matter externally (see Section 9).

9. External disclosures and prescribed persons

The aim of this policy is to provide an effective internal mechanism for reporting, investigating and remedying any wrongdoing. In most cases, staff should not need to alert anyone externally.

However, the law recognises that in some circumstances it is appropriate for a worker to raise a concern with an external body – a “prescribed person” under PIDA – and they remain

protected from detriment provided they reasonably believe the information is substantially true and the disclosure is in the public interest. In an education setting these include, depending on the nature of the concern:

- the NSPCC Whistleblowing Advice Line for safeguarding-related concerns about how a school or college is handling child protection: 0800 028 0285 (Monday to Friday, 8am to 8pm; Saturday, 9am to 6pm) or help@nspcc.org.uk;
- the Local Authority Designated Officer (LADO) for the relevant local authority, for allegations about adults working with children;
- the Independent Schools Inspectorate (ISI) for concerns about the School's compliance with the Independent School Standards: concerns@isi.net;
- the Department for Education (DfE) for whistleblowing concerns about an independent school or its governance;
- Ofsted, where applicable for early years provision: 0300 123 3155 or whistleblowing@ofsted.gov.uk;
- the Disclosure and Barring Service (DBS), the Teaching Regulation Agency (TRA), the Charity Commission, the Health and Safety Executive, the Information Commissioner's Office, HMRC, the Serious Fraud Office or the police, depending on the nature of the concern;
- the Local Authority Children's Social Care for the relevant local authority (Cheshire East), where a child may be at risk of harm.

It will only very rarely be appropriate to raise a concern with the media, and staff are strongly encouraged to seek advice from Protect (see Section 12) before doing so.

Whistleblowing concerns may sometimes relate to the actions of a third party, such as a service provider or contractor. The law allows staff to raise a concern in good faith with that third party where the member of staff reasonably believes the concern relates mainly to their actions or to something for which they are legally responsible. However, staff are encouraged to report such concerns internally first, so the School can take appropriate action.

10. Concerns about governors

A concern about the conduct of a governor will be treated in the same way as any other whistleblowing concern. It will be raised by the Headteacher (or, if the matter cannot appropriately be raised with the Headteacher, by another senior leader) with the Chair of Governors, who will decide how it should be handled and whether external referral is required.

Where the concern is about the Chair of Governors, it will be raised with the Vice-Chair or with the Safeguarding / Whistleblowing Governor. Where the concern relates to safeguarding and the threshold for LADO involvement is met, the matter will be referred to the LADO without delay. Concerns about governance arrangements may also be referred to the Department for Education and/or to ISI.

11. Protection and support for whistleblowers

It is understandable that staff who raise concerns may worry about the consequences of doing so. The School is committed to encouraging openness and will support any member of staff who raises a genuine concern in good faith under this policy, even if the concern turns out to be mistaken.

Staff who raise a whistleblowing concern in good faith are protected from detriment under PIDA. Detrimental treatment includes (but is not limited to) dismissal, disciplinary action, threats, ostracism, denial of training or promotion, or any other unfavourable treatment connected with raising a concern. Any member of staff who believes they have suffered such treatment should raise the matter immediately with the Headteacher or, where the Headteacher is implicated, the Chair of Governors. If the matter is not remedied, it should be raised formally under the Grievance Procedure.

Staff must not threaten, victimise or retaliate against a colleague who raises, or is thought to have raised, a concern under this policy. Anyone found to have done so will be subject to action under the School's Disciplinary Procedure, which may include dismissal.

12. Self-reporting and seeking help

There may be occasions when a member of staff has a personal difficulty – including a physical or mental health condition, an addiction, or a personal circumstance such as a police caution or charge – which they know is, or may be, affecting their professional competence or their suitability to work with children. Staff have a professional responsibility to discuss such situations with their line manager or the Headteacher in confidence, so that appropriate professional and personal support can be offered.

Such reporting will be treated confidentially wherever possible. However, confidentiality cannot be guaranteed where personal circumstances raise concerns about the welfare or safety of children, or where the School has a statutory duty to refer or disclose.

13. External advice and support

Staff who are unsure whether or how to raise a concern can seek free, confidential advice from:

- **Protect** (formerly Public Concern at Work) – the independent whistleblowing charity. Helpline: 020 3117 2520; email: whistle@protect-advice.org.uk; website: protect.org.uk.
- **NSPCC Whistleblowing Advice Line** – for whistleblowing concerns about how a school is handling child protection. Helpline: 0800 028 0285; email: help@nspcc.org.uk.
- **Education Support** – free, confidential helpline for everyone working in education on personal or professional issues. Helpline: 08000 562 561.
- **The member of staff's trade union or professional association.**

14. Roles and responsibilities

The Governing Body will:

- ensure that this policy is in place, kept under annual review, published and effectively implemented;
- appoint a Safeguarding / Whistleblowing Governor and ensure that staff know who to contact;
- monitor the operation of the policy, including the volume and nature of concerns raised and outcomes, in line with the ISI Commentary on the Regulatory Requirements;
- ensure that staff are not subjected to any detriment for raising a concern in good faith.

The Headteacher will:

- promote a culture of openness, vigilance and accountability;
- ensure that all staff receive this policy at induction and are reminded of it through annual safeguarding training;
- act on concerns received under this policy promptly and fairly, including making any necessary statutory referrals;
- keep the Governing Body informed of concerns raised and their handling.

The Designated Safeguarding Lead will:

- ensure that any safeguarding-related whistleblowing concerns are managed in line with KCSIE 2026;
- liaise with the LADO, Children's Social Care, the police and other agencies as required.

All staff will:

- familiarise themselves with this policy;

- raise genuine concerns about wrongdoing or risk promptly and in good faith;
- co-operate with any investigation and respect its confidentiality;
- treat colleagues who raise concerns with respect and never victimise or retaliate against them.

15. Monitoring and review

The Governing Body will receive a written report at least annually on:

- the number and broad nature of whistleblowing concerns raised;
- how those concerns were handled, including any referrals to external bodies;
- any themes, lessons learned or changes to policy or practice arising from concerns;
- the outcome of any review of the operation of this policy.

This policy will be reviewed annually, or sooner if there is a significant change in legislation, statutory guidance (including KCSIE), the ISI framework, or School practice. Staff are invited to comment on this policy and suggest improvements; comments should be addressed to the Headteacher in the first instance.

16. Data protection

Information disclosed under this policy will be processed in accordance with the School's Data Protection Policy, the UK GDPR and the Data Protection Act 2018. Personal data will be held securely, accessible only to those with a legitimate need to know, and retained for the period set out in the School's retention schedule. The School recognises that the lawful basis for processing whistleblowing information will usually be legal obligation and/or substantial public interest under Schedule 1 to the Data Protection Act 2018.

Appendix 1 – Quick reference for staff

“Don't think ‘what if I'm wrong’ – think ‘what if I'm right’.”

Reasons to raise a concern

- Every member of staff has a personal and professional responsibility to raise concerns about unacceptable practice or behaviour, particularly where children may be at risk.
- Raising concerns early prevents problems from worsening or widening.
- Raising concerns protects pupils, colleagues and the School.
- Raising concerns prevents staff from becoming implicated in any subsequent investigation.

Common reasons people hesitate – and the School's response

- **"I don't want to start something I can't control."** Concerns are handled proportionately. Many are resolved quickly and informally.
- **"I might be wrong."** Staff are not expected to prove an allegation, only to demonstrate reasonable grounds for the concern. No disciplinary action will be taken against a member of staff who raises a concern in good faith, even if it turns out to be mistaken.
- **"I'll be punished or ostracised."** Detriment for raising a concern in good faith is unlawful and a disciplinary matter for those responsible.
- **"No one will believe me."** All concerns are taken seriously and recorded.

How to raise a concern – step by step

1. If a child is in immediate danger, call 999 and then notify the DSL.
2. For a routine safeguarding concern about a child, speak to the DSL or a Deputy DSL.
3. For a concern about an adult's conduct towards a child, speak to the Headteacher (or, if the concern is about the Headteacher, to the Chair of Governors).
4. For other whistleblowing concerns, speak first to your line manager unless you feel unable to do so.
5. If you feel unable to raise the concern internally, or if you have done so and it has not been adequately addressed, contact the Safeguarding / Whistleblowing Governor or one of the external bodies listed in Section 9 of this policy.
6. Put your concern in writing where you can, including dates, places and the names of anyone involved or who witnessed the matter.
7. You are not required to investigate the matter yourself.

Key contacts

Headteacher	Giles Puckle- g.puckle@theryleys.com 01625583241
Designated Safeguarding Lead (DSL)	Sally Kirkbright – s.kirkbright@theryleys.com
Deputy DSL(s)	Giles Puckle- g.puckle@theryleys.com

	Jayne Renshaw – j.renshaw@theryleys.com
Safeguarding / Whistleblowing Governor	Anne-Marie Hudson - a.hudson@theryleys.com
Chair of Governors	Michael Benson - thechairofgovernors@theryleys.com
LADO (Cheshire East)	LADO@cheshireeast.gov.uk 01270 685904
Cheshire East Children's Social Care – ChECS	0300 123 5012 (out of hours: 0300 123 5022)
NSPCC Whistleblowing Advice Line	0800 028 0285 – help@nspcc.org.uk
Protect (whistleblowing charity)	020 3117 2520 – whistle@protect-advice.org.uk – protect.org.uk
ISI	concerns@isi.net – isi.net
DfE	0370 000 2288 – ministers@education.gov.uk ; for extremism / Prevent: counter.extremism@education.gov.uk
Ofsted (where applicable to EYFS)	0300 123 3155 – whistleblowing@ofsted.gov.uk
Police (non-emergency)	101 – in an emergency or where a child is in immediate danger, dial 999

Appendix 2 – Document control

This policy supersedes all previous versions of The Ryleys School Whistleblowing Policy and Procedure.

Version	Date	Author / Reviewer	Summary of changes
Previous	September 2024	Headteacher	Biennial review
Previous	September 2025	Headteacher / Governing Body	Comprehensive review against KCSIE 2025, Working Together 2023 (updated 2024), Independent School Standards, and the ISI Inspection Framework and Commentary on the Regulatory Requirements

			2024. Replaced references to Public Concern at Work with Protect; corrected NSPCC Whistleblowing Advice Line details; added LADO, DBS, TRA, ISI, DfE, Ofsted and Charity Commission routes; added explicit references to PIDA / qualifying disclosures, Low-Level Concerns, allegations management, the Prevent duty, the role of the DSL and the Safeguarding / Whistleblowing Governor; added monitoring, data protection, document control and key contacts sections; moved review cycle from biennial to annual.
Current	September 2026	Headteacher / Governing Body	Reviewed against Keeping Children Safe in Education 2026 and Working Together to Safeguard Children 2026. Updated all statutory references from KCSIE 2025 and Working Together 2023 (updated 2024); added a reference to KCSIE 2026 Part Five (child-on-child sexual violence and sexual harassment) in the Introduction and among the examples of matters that may be raised; amended the allegations-handling wording so that referral to the LADO is described as being made "without delay" rather than "within one working day", to match current KCSIE wording; updated the statutory framework reference from the ISI Inspection Framework and Commentary on the Regulatory Requirements (2024) to the ISI Framework

			for the Inspection of Association Independent Schools (effective from 1 September 2026), which now combines the former Framework and Commentary documents into one; updated review dates.
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