

Whistle Blowing Policy



Agreed: Spring 2019

Review: Spring 2020

Adults working in a school are often the first to realise that someone's behaviour is, or is likely to cause harm to a child or young person.

This school is committed to safeguarding and promoting the welfare of every child and expects the highest possible standards of openness.

This school recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisals from those responsible.

This school will not tolerate harassment or victimisation and will take all possible measures to protect anyone who raises concerns in good faith.

All concerns will be treated in confidence and we will make every effort not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

If you voice suspicion in good faith but it is not confirmed by the investigation, no action will be taken against you.

If the investigation concludes that you have fabricated against the allegations, disciplinary action may be taken against you.

The earlier a concern is reported the easier it is to take action.

As a first step, concerns should be raised with an immediate manager or Headteacher or Designated Person for Child Protection.

You may wish to consider discussing your concern with a colleague first and you may find it easier to raise the matter if there are two or more of you who have had the same concerns.

If you feel you cannot approach any of these, the L.A. lead officer for child protection should be consulted.

Concerns are better raised in writing. If you feel this is not possible you can telephone or meet the appropriate person.

Your report, written or verbal, should set out the background and history of the concern, giving names, dates and places where possible and the reason why you are concerned about the situation.

This policy is based on the guidelines issued by Staffordshire L.E.A.

N.B. If required, please see the Local Authority Whistle Blowing Policy and The Public Interest Disclosure Act 1998 for further information.