



Whistleblowing Policy

	Name	Date	Signature
Written by			
Reviewed		June 2017	
Review		June 2019	

This guidance is written for staff, paid or voluntary, working at Raglan Primary School, Nursery and Governors.

All staff should be aware of the School's child protection/safeguarding procedures set out in this policy, including procedures for dealing with any allegations against staff. All staff must acknowledge their individual responsibility to bring matters of concern to the attention of the Senior Leadership Team (SLT). The SLT in the School appreciate that this can be difficult, but it is particularly important where the welfare of children may be at risk or there is a possible financial impropriety.

It is recognised that if an individual notices something is seriously wrong it can be difficult to express these concerns because of being seen as being disloyal to colleagues, or through fear of harassment or victimisation. These feelings are completely natural, however, a child or young person should never be put at unnecessary risk from an adult who may target them. We also recognise it is often the most vulnerable children or young people who are targets and these children need responsible adults to safeguard their welfare.

The Public Interest Disclosure Act 1998 protects workers who "blow the whistle" about wrong doing. It makes provision about the kinds of disclosures which might be protected; the circumstances in which the disclosures are protected; and the persons who may be protected. The provisions of the Act protect most workers from being subjected to a detriment by their employer. Detriment may take a number of forms, such as denial of promotion, facilities or training opportunities which the employer would otherwise have offered. Employers may claim unfair dismissal if they are dismissed for making a protected disclosure.

Don't think – 'What it I am wrong'
Think –'What if I am right'

Reasons for concern (include, but not limited to):

- Conduct that is an offence or breach of the law
- Disclosures related to miscarriages of justice
- Health and safety risks, including risks to the public as well as other employees

- Damage to the environment
- The unauthorised use of public funds
- Possible fraud or corruption
- Sexual or physical abuse
- Other unethical conduct
- Racism or other discrimination (e.g. misogyny, homophobia, religious intolerance)
- Action to conceal any of the above

Reasons for whistleblowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour
- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent becoming implicated yourself

What stops people from whistleblowing:

- Starting a chain of events which spirals
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believed

How to raise a concern:

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner action can be taken.
- Try to pinpoint exactly what practice is concerning you and why.
- Approach your immediate manager or the Headteacher.
- If your concern is about your immediate manager you can approach the Headteacher or the Chair of Governors. If your complaint is about the Headteacher, you can raise this with the Chair of Governors. Alternatively if you feel you need to take it to someone outside the School, contact the Lead Officer for Education Safeguarding on 020 8461 7669.

- Make sure you get a satisfactory response – don't let matters rest.
- You should then put your concerns in writing, outlining the background and history, giving names, dates and places where you can.
- A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

What happens next?

- You should be given information on the nature and progress of any enquiries.
- Your employer has a responsibility to protect you from harassment or victimization.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Allegations made frivolously, maliciously or for personal gain will be seen in a different light and disciplinary action may be taken.

Responding to concern:

The Trust and or Local Authority (LA) will respond to all concerns. Testing out concerns is not the same as either accepting or rejecting them.

As appropriate, the matters raised may be:

- investigated by the Trust, audit, or through the Trust's disciplinary procedures;
- referred to the police; and/or
- the subject of a formal enquiry.

Self-reporting:

There may be occasions where a member of staff has a personal difficulty, or perhaps a physical or mental health problem, which they know to be impinging on their professional competence. All staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff

concerned. Whilst such reporting will remain confidential in most situations, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

Further advice and support:

Staff should have nothing to fear if they genuinely believe that what they are saying is true. It is recognised that whistleblowing can be difficult and stressful. Advice and support is available from line managers and/or trade unions and professional associations. The LA and the Trust will take all the steps necessary to minimise any difficulties that an individual may experience as a result of raising a concern.