

Together Everyone Achieves More

Wreningham School is committed to Safeguarding
And Promoting the Welfare of children



Wreningham V.C. Primary school

Safeguarding Children: Whistleblowing Policy

Don't think 'what if I'm wrong?' - think 'what if I'm right?'

All policies at Wreningham VC Primary School should be taken as part of the overall strategy of the school and implemented within the context of our vision, aims and values as a Church of England School.

Headteacher: Mr RP Jones

Chair Full Governing Body: Mr Jon Gent

Wreningham VC Primary School is committed to safeguarding and promoting the welfare of its pupils and encourages an open and supportive culture. **This policy explains the procedures that anyone working here should follow if he or she has concerns that the practice of any adult within the school may be harming pupils.** The policy should be read in conjunction with the following school policies and procedures:

- Safeguarding
- Code of conduct for staff
- Child Protection
- Anti-bullying
- Behaviour Management Policy
- Single Equality Scheme

Norfolk County Council's Whistleblowing hotline: 01603 223473

If you need to report an allegation of abuse against a person who works with children, you need to contact the Local Area Designated Officer (LADO). Norfolk County Council Children's Services LADO team can be contacted on 01603 223473

Principles

- We all have a duty to protect children from harm.
- Adults working in a school are often the first to realise that the behaviour of someone is causing, or is likely to cause, harm to a child.

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour in order to protect or reduce the risks to others, to prevent the problem worsening and to protect other staff and the school.
- We recognise that the decision to report a concern is difficult. We will not tolerate harassment or victimisation and will take all possible measures to protect anyone who raises concerns in good faith.
- If you raise concerns in good faith that are proved to be unfounded, no action will be taken against you.
- Where it is concluded that allegations have been made maliciously, disciplinary action may be taken.
- We recognise that whistleblowing can be difficult and stressful. Advice and support will be offered by the school in conjunction with Education Personnel and you may wish to contact your trade union.

Barriers to whistleblowing

- Fear of being wrong.
- Fear of reprisal.
- Fear of escalation.
- Fear of damage to career.
- Fear of not being believed.

This policy aims to address these fears.

Procedures

Staff must:-

- Voice their concerns, suspicions or uneasiness as soon as they are able. Ideally, these should be put in writing
- Ensure that if an allegation is made or information is received about an adult who works in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Headteacher (SDP) immediately. Should an allegation be made against the Headteacher, this will be reported to the Chair of Governors. In the event that the Headteacher or Chair of Governors is not contactable on that day, the information must be passed to and dealt with by either the Senior Teacher or the Vice Chair of Governors.
- Pinpoint what their concerns are. Their report, written or verbal, should set out the background and history of the concern, giving names, dates and places where possible, and the reason for their concern. They will not be expected to prove the truth of their allegations but they should demonstrate sufficient cause for concern.
- Understand that concerns will be treated in confidence and the school will make every effort to maintain their anonymity, if they wish. However, at the appropriate time, they may need to provide evidence.
- They will be given information on the nature and progress of any enquiries and supported, as necessary.

Self-reporting

We recognise that staff may experience difficulties, such as physical or mental ill health or personal problems, which could impinge on their professional competence. Staff should report such difficulties to their manager so that professional and personal support can be offered. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where the difficulties raise concerns about the welfare or safety of children.