



Whistleblowing Policy

Sherrardswood School

Introduction

Staff at school must acknowledge their individual responsibility to bring matters of concern to the attention of Senior Management. Although this can be difficult this is of paramount importance where the welfare of children may be at risk.

You may be the first to recognise that something is wrong, but may not feel able to express your concerns out of a feeling that this may be disloyal to a colleague or you may fear harassment or victimisation. These feelings however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young person who are targeted. These children need us to safeguard their welfare. KCSIE (2018).

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

Reasons for Whistle Blowing

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

What stops people from Whistle Blowing

- 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 the Head
- If your concern is about the Head you should inform the Directors
- Make sure you get a satisfactory response – don't let matters rest
- You should put your concerns in writing, outlining the background and history, giving names, dates and places if possible
- You are not expected to prove the truth of an allegation, but you will need to demonstrate sufficient grounds for your concern

The Next Step

- The School will notify you of the nature and progress of any enquiries
- Your employer has a responsibility to protect you from harassment or victimisation

- No action will be taken against you if the concern proves to be unfounded and was raised in good faith
- Malicious allegations may be considered as a disciplinary offence

Staff have a right to blow the whistle if they believe the DSL is not furthering any concern about a pupil to external agencies, and staff are expected to raise any issue about another member of staff who is acting/behaving in an inappropriate way towards a pupil.

The raising of issues will be kept confidential as long as possible, and the whistle-blower will be notified before they are exposed as the whistle-blower should that become necessary.

Self-Reporting

There may be occasions where a member of the school staff has a personal difficulty, perhaps a physical or mental health problem which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their Head so that professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

Further advice and support

It is recognised that whistle blowing can be difficult and stressful. Advice and support is available from your line manager or the Senior Management Team.

Important Contact Details

Local Authority Designated Officers: 01992 555 420

or

(LADO):

Frazer Smith

Mobile: 07920283106

Office: 01992 556935

admin.hscb@hertfordshire.gov.uk

Police:

Non-emergency 101

Emergency 999

ISI: 020 7600 0100

NSPCC: 0808 800 5000

DfE: via NSPCC Whistleblowing Helpline

Date	Position	Name of reviewer	Date of next review
July 2018	CEO	Mr A Khan	July 2019