



Northgate Primary School

Safeguarding Children Whistleblowing Policy

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

Northgate 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:

Code of conduct for safe practice
Child Protection
Anti-bullying
Use of physical restraint
Handling of allegations made against staff
Equal Opportunities
Confidentiality
Norfolk County Council's Whistleblowing Policy

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

- You should voice your concerns, suspicions or uneasiness as soon as you are able.
- Usually, you should report your concerns to your immediate manager, the Headteacher or the Designated Person for Child Protection. Make sure you are satisfied with the response.
- Pinpoint what your concerns are. Ideally, these should be put in writing. 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 for your concern. You will not be expected to prove the truth of your allegations but you should demonstrate sufficient cause for concern.
- Concerns will be treated in confidence and we will make every effort to maintain your anonymity, if you wish. However, at the appropriate time, you may need to provide evidence.
- You 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.

Looked After Children/EAL (English as an Additional Language)/SEND (Special Educational Needs and Disability)

No child who qualifies under one of the above headings will be discriminated against. These extra needs will be taken into account and consideration be given on an individual basis (through IEP, PEP, PSP, BSP).

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Agreed by Governors: January 2017

To be Reviewed: January 2018

P. S. Marsden

Chair of Governors