

Oak Hill C of E Primary School

Whistleblowing Policy

This policy was written in consultation with staff and governors

Agreed by Governors: March 20

Review Date March 2024



And you will know the truth, and the truth will set you free
John 8:32

MISSION STATEMENT

Oak Hill is a Voluntary Controlled Primary School whose focus is on each individual, acknowledging both their Rights and Responsibilities.

Christian values drive all aspects of school life, curriculum and ethos. Academic rigour is valued at all stages, with the classroom focus on challenge, engagement and achievement.

Learning is celebrated in all its forms and everyone is equally valued and respected in a caring and secure environment.

In partnership with parents and the wider community, the children grow and develop as we prepare them to meet the challenges of education, work and life.

RATIONALE

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.

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 risks 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 your immediate manager, Headteacher, or the Child Protection Liaison Officer (CPLO).
- If your concern is about your immediate manager/Headteacher, or you feel you need to take it to someone outside the school, then firstly contact the Chair or Vice-Chair of Governors. If the problem remains unresolved, then you should contact the Local Education Officer for your area.
- Make sure you get a satisfactory response – don't let matters rest.
- Ideally you should 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 you 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 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.

SELF REPORTING

There may be occasions where a member of 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 line manager so 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 HR department and/or professional or trade union.

Gloucestershire County Council H.R.
ContactUs Helpline Tel 01452 425888 Option 2 then Option 4
Email: contactus@gloucestershire.gov.uk