



SAFEGUARDING CHILDREN WHISTLEBLOWING POLICY

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

Garrick Green Infant School is committed to safeguarding and promoting the welfare of its pupils and encourages an open and supportive culture. This policy explains the procedures to follow if you believe that the practice of another adult within the school may be harmful for pupils. The policy should be read in conjunction with the following school policies and procedures:

Code of conduct for safe practice
Safeguarding
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 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 whistle blowing can be difficult and stressful. Advice and support will be offered by the school in conjunction with Education Personnel (HR) and you may wish to contact your trade union.

Barriers to whistle blowing

- 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 the Designated Person for Child Protection. Make sure you are satisfied with the response. (In a school, if the concern is the Head teacher, refer to the Chair of Governors)
- Pinpoint what your concerns are. Ideally, these should be put in writing on the correct disclosure form. 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.

LADO

Every local authority has a Local Authority Designated Officer (LADO). The LADO should be notified about any allegations or concerns about a member of staff who works with children and young people where:

The member of staff has behaved in a way that has harmed a child or may have harmed a child

OR

Possibly committed a criminal offence against or related to a child

OR

Behaved towards a child or children in a way that indicated he/she is unsuitable to work with children.

(Children Act 2004 and Education Act 2002)

Norfolk LADO Number 01603 223473

POLICY APPROVED BY GOVERNING BODY: NOVEMBER 2015

SIGNED: J. Tipple

DATE: NOVEMBER 2018