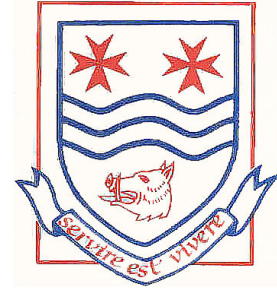


# Frederick Gough School

## Safeguarding Children: Whistle Blowing Policy



- 1.0 This policy is written for all “staff” (adults, paid or voluntary) who work with children at Frederick Gough School.
- 1.1 Staff must acknowledge their individual responsibility to bring matters of concern to the attention of the senior leadership team and/or relevant agencies. Although this maybe extremely difficult this is particularly important where the welfare of a child, or children may be at risk.
- 1.2 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 would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child (any student who attends FGS) continuing to be unnecessarily at risk. Remember it is often the most vulnerable children who are targeted. These children need someone like you to safeguard their welfare.

**Don't think what if I am wrong – think what if I am right**

### 2.0 Reasons for whistle blowing

- Each individual has a responsibility or 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

### 3.0 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

### 4.0 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.
- Pinpoint exactly which practice is concerning you and why
- In matters of child protection report the matter to the Child Protection Co-ordinator (Richard Harmer) or the deputy Child Protection Co-ordinator, Chris Coult

- If the matter concerns either of the above or another member of staff report directly to the Headteacher, Ben Lawrance, or in his absence one of the Deputy Headteachers, Mick Dalton, Simon Stiles.
- If the concern relates to any of the above report the matter directly to the Local Authority (telephone 296500)
- Make sure that you achieve a satisfactory response – don't let matters rest
- Put your concerns in writing, outlining the background and history, giving names, dates and history
- Members of staff are not expected to prove the truth of an allegation but must demonstrate sufficient grounds for concern.

## **5.0 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 will very likely be considered as a disciplinary offence.

## **6.0 Self reporting**

There may be occasions where a member of staff has a personal difficulty e.g. a physical or mental health problem which is impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager or SLT link with their department so that professional and personal support can be offered. 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.

## **7.0 Further advice and support**

It is recognised that whistle blowing can be difficult and stressful. Advice and support are available from your line manager, member of SLT, Local Authority HR department (telephone 297007) or your union.