



Ashleigh Primary School

Whistle Blowing Policy

Reviewed: February 2022

Staff: _____

Approved by Governors: _____

Review date: February 2024



SAFEGUARDING CHILDREN: WHISTLE BLOWING – A POLICY

Ashleigh staff (all adults in school) 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.

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 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 someone like you to safeguard their welfare.

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 Child Protection Designated person, Mr. I. Matthews, in the event IM is not in school, Mrs J. Harty is the Deputy Designated person.
- If your concern is about your Headteacher, contact one of the chairs of governors, Mr Les Campbell or Mrs Deborah Thompson, or if you feel you need to take it to someone outside the school, contact Blackburn with Darwen LA, Susan Cliffe (School Effectiveness Officer)
- 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 will need to demonstrate sufficient grounds for the concern.



The LADO for Blackburn with Darwen is: Megan Dumpleton

Contact email: megan.dumpleton@blackburn.gov.uk tel: 01254 585184

Blackburn with Darwen – Children’s Advice and Duty Service (CADS): 01254 666400
Blackburn with Darwen – Emergency Duty Team: 01254 587547 (out of office hours)

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 line manager, HR department and/or your professional or trade union.

"Absolutely without fail- challenge poor practice or performance. If you ignore or collude with poor practice it makes it harder to sound the alarm when things go wrong" (reproduced with acknowledgement to "Sounding the Alarm" – Barnardos)

Chair of Governors: _____ Date: _____

Headteacher: _____ Date: _____