

1. WHISTLEBLOWING POLICY

Cameron Vale School's policy on whistle-blowing is intended to demonstrate that the School:

- Has a culture of safety for raising concerns, valuing staff and of reflective practice.
- Will not tolerate malpractice.
- Respects the confidentiality of employees raising concerns and will provide
- procedures to maintain confidentiality so far as is consistent with progressing the issues effectively.
- Will provide the opportunity to raise concerns outside of the normal line management structure where this is appropriate.
- Will invoke the School's disciplinary policy and procedure in the case of false, malicious or frivolous allegations.
- Will provide a clear and simple procedure for raising concerns, which is accessible to all employees.

Wrongdoing at work

This procedure is designed to allow any wrongdoing at the School to be brought to the attention of the appropriate person and rectified. It is available to all employees who discover something they feel they should pass on. All types of wrongdoing are included whether they are acts committed by fellow employees, faults in School procedures or oversights which should be rectified. The procedure should be used even in the event that the act or omission causing you concern has finished or has not yet started.

Safeguarding

Nothing within this policy is intended to prevent staff from complying with their statutory obligations in accordance with *Keeping Children Safe in Education* (DfE, March 2015).

In particular:

Safeguarding / Child Protection Policy

If you have concerns about another staff member then this should be referred to the Designated Safeguarding Lead (DSL) or in her absence one of the Deputy Designated Safeguarding Lead. In circumstances where you consider that there is suspected abuse or a child has been harmed or at risk of being seriously harmed, or a crime has been committed, you may refer this directly to the LADO or to the Police. In any event, you may consider discussing any concerns with the school's DSL and may make the referral via her.

This policy does not form part of your Contract of Employment

If you have concerns about poor or unsafe practice and potential failures in the school's safeguarding regime, you should raise these concerns with the DSL or in her absence the Deputy Designated Safeguarding Lead.

If you feel unable to raise an issue with the school or feel that their genuine concerns are not being addressed, you may use other whistleblowing channels including:

- Local Authority Designated Officer (LADO)
- The NSPCC whistleblowing helpline:

0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday
Email: help@nspcc.org.uk
NSPCC, Weston House, 42 Curtain, Road, London EC2A 3NH
- Her Majesty's Chief Inspector of Education, Children's Services and Skills ("the Chief Inspector") about matters relating to the regulation and inspection of establishment and agencies for children's social care services.

Ofsted, Piccadilly Gate, Store Street, Manchester M1 2WD
Tel: 0300 123 3155
Email: whistleblowing@ofsted.gov.uk

Other Concerns: for concerns relating to matters other than child protection/ safeguarding

Whistleblowing Policy

You should follow this procedure to raise concerns about poor or unsafe safeguarding practices at the School or potential failures by the School or staff to properly safeguard the welfare of pupils if you are concerned that the School's Child Protection and Safeguarding Policy and Procedures are not being followed correctly.

Children's Social Care

In exceptional circumstances, or if at any point there is a risk of immediate serious harm to a child, a referral should be made to Children's Social Care immediately.

Grievances

This procedure should not however be used where you have a complaint relating to your personal circumstances in the workplace. The Grievance Procedure contained in the school's policy handbook should be used in such cases.

Detriment

Provided that this procedure is used appropriately and correctly you will not suffer any detriment as a result of reporting the wrongdoing. A failure to follow this procedure may however make the disclosure unreasonable and the protection given to you by this procedure may be lost.

Stage one

Procedure

You should disclose the suspected wrongdoing first to your line manager. In the event that your line manager is involved in the suspected wrongdoing, you shall be entitled to proceed directly to Stage Two of this procedure.

Response

You can expect a response detailing to whom the disclosure has been notified or any action taken within seven days of your line manager becoming aware of the disclosure.

Stage two

Procedure

If no response is forthcoming after seven days or if your line manager is involved in the suspected wrongdoing you shall be entitled to notify the Head, as appropriate.

Response

You can expect a response detailing any action taken within seven days of the Head becoming aware of the disclosure.

Stage three

Procedure

If no such response is forthcoming you should once more inform Head of the disclosure.

Stage four

Outside body

If you do not receive a response within seven days you shall be entitled to notify a relevant and appropriate body outside the School which may include:

- the Local Authority Designated Officer;
- Children's Social Care;
- the Health and Safety Executive;
- the Environment Agency;
- the Information Commissioner;
- the Department for Education (DfE);
- the Department for Business, Enterprise and Regulatory Reform;
- the Police;
- the Independent Schools Inspectorate (ISI);
- the Office for Standards in Education, Children's Services and Skills (Ofsted).

Bypassing the procedure

In extreme circumstances you will have the right to raise your concern directly with a relevant and appropriate outside body without first having followed the stages above. This may however cause damage to the School and its reputation as well as constitute a breach of your own duty of confidentiality towards the School and this action should only be taken in extreme circumstances and after careful thought.

Extreme circumstances

The School will consider extreme circumstances exist where you have a reasonable belief that the School will subject you to detriment if you inform your line manager in accordance with Stage one above or if you inform the Head in accordance with Stage two or Stage three; a cover-up is being mounted by the School; or a disclosure made previously to your line manager or the Head in accordance with the stages above has not prompted a satisfactory response.

The media

Even where extreme circumstances are thought to exist, you should under no circumstances approach a commercial body or the media with details of the suspected wrongdoing. If you approach any such body and / or where your concern is



disclosed for personal gain, the School may consider this to be gross misconduct and immediate disciplinary action may be taken against you.

Queries

If you have any queries about this procedure you should contact the Head.

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