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Whistle Blowing Guidance (Safeguarding)

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Name of Responsible Committee:	Local Governing Body
Trade Union Representative Approval:	NA
Implementation Date:	<i>September 2016</i>
Review Date:	<i>September 2017</i>
Governor Approval Date:	October 2015
Target Audience:	All key stakeholders.
Related Documents:	See section F of this document
References:	See page 1 of this document

This policy should be read in conjunction with;

- ERYC Whistle Blowing Policy (Schools) revised (Sept 2015)
- Keeping Children Safe in Education DfE (Sept 2016)
- Guidance for Safer Working Practice for those working with children & young people in education settings (Oct 2015)
- School Code of Conduct (Sept 2016)

The ERYC general Whistle Blowing Policy (Schools) outlines the full scope and application of the policy in its widest sense including in cases of suspected, for example; fraud, theft & money laundering. In respect of safeguarding the policy states that in the case of concerns that there has been a:

'Failure to observe', or breach of, procedures and guidelines issued by the East Riding Safeguarding Children Board with the risk that children may suffer harm. Section 10 of the Children Act 2004 places a duty on relevant partners, persons or bodies working with children to co-operate with a view to improving the well being of children in the area of the local authority. It is this duty that supports early intervention to safeguard and promote children's and young people's wellbeing in order that good outcomes can be delivered.'

If you have concerns regarding abuse to adults or children you may also contact the Safeguarding Children teams.

If there is an immediate risk call 999 for emergency services or 101 for local police.

A. Background

- 1) It is the clear responsibility of all members of staff and volunteers to act on any concerns or information that gives them concern about the safety and wellbeing of a child or children arising from circumstances or events out of school.
- 2) Equally it is the responsibility of all members of staff and volunteers to act on any concerns or information that gives them concern about the safety and wellbeing of a child or children within the school or within the care of the school.
- 3) Such a concern in a whistle blowing context may be related to;
 - The conduct or behaviour of a member of staff or volunteer towards an individual child or children.
 - Information that suggests a member of staff or volunteer is unsuitable to work with children.
 - Belief that the Designated Safeguarding Lead, senior managers or Governors have failed to take appropriate action in response to safeguarding concerns raised.

B. How to Raise a Concern.

- 1) As outlined in the school **Child Protection and Safeguarding policy** and **Statutory Guidance Keeping Children Safe in Education 2016** concerns should be raised within school with either the Designated Safeguarding Lead or, in the case of allegations or concerns about the conduct of

staff, with the headteacher. (Unless the allegation is about the headteacher in which case the Chair Of Governors or Local Authority Designated Officer).

C. How the school will respond.

- 1) If the concern is that a member of staff or volunteer has or may have;
 - **Behaved in a way that has harmed a child or may have harmed a child.**
 - **Possibly committed a criminal offence against or related to a child.**
 - **Behaved towards a child or children in a way that indicates that he / she would pose a risk of harm to children**

The Headteacher (or other as above) will contact the LADO following **ERSCB guidance** and *Keeping Children Safe in Education Sec 4 (Sept 2016)* to discuss how the allegation should be investigated.

If after consultation it is agreed that the above criteria may apply the appropriate Statutory Guidance will be followed.

- 2) If the concern does not match any of these criteria or, after consideration with the LADO or other appropriate agencies, it is agreed that the matter should be dealt with by internal processes the school will consult the Human Resources Department to determine the most appropriate action in line with appropriate policies and the ERYC Whistle Blowing policy procedures.
- 3) If the concern is that the school has not followed appropriate Child Protection procedures or has not pressed other agencies where concerns about a child persists, the DSL should be approached by the member of staff to seek assurances that appropriate action will be taken.

D. If in either case the member still has concerns that a child or children are at risk or that appropriate procedures have not been followed the member of staff should contact the LADO or the Early Help, Advice & Safeguarding Hub or, in situations where children are thought to be in immediate danger or risk of harm, the police by contacting 999.

E. Confidentiality & Support

- 1) All concerns will be treated in strictest confidence by all concerned. The school will protect the identity of whistle blowers as much as possible.
- 2) However particularly in the context of Child Protection and Safeguarding concerns it may be that an investigation process may reveal the source of the information.

- 3) All staff involved in any related investigations must maintain confidentiality during and after the conclusion.
- 4) The school will take steps to minimise any difficulties and provide appropriate support and advice to staff passing on concerns.
- 5) Depending on the nature of the concerns and the subsequent type of investigation the Whistle Blower will be updated appropriately in line with the ERYC policy.
- 6) All involved will attempt to ensure that any allegation is dealt with fairly, quickly, proportionately and consistently in a way that provides effective protection for the child and at the same time supports the person who is subject to the allegation and the person bringing the concern to the attention of the school.

F. Related Policies / Guidance and Contacts

ERYC – Whistle Blowing Policy (Schools) revised Sept 2016	Public Shared Area & Staffroom
Keeping Children Safe In Education Sec 4 DfE Sept 2016	Staff Shared Area Staffroom, & DfE Website
School Staff Code of Conduct Sept 2016	Distributed September 2016 Public Shared Area and Staffroom
Guidance for Safer Working Practice for those working with children & young people in education settings 2015	Public Shared Area
School Child Protection Policy Sept 2016	Staffroom, Public Shared area, School Website
Chair of Governors	Emma Ideson (contact via the school office)
Local Authority Designated Officer (Schools) Tony Marsh	01482-392139 tony.marsh@eastriding.gcsx.gov.uk ERSCB Room AF 56 County hall Beverley
Local Authority Designated Officer Lorraine Wilson	01482-396999 lorraine.wilson@eastriding.gcsx.gov.uk ERSCB Room AF 56 County hall Beverley
Early Help & Safeguarding Hub	01482-395500 childrens.socialcare@eastriding.gcsx.gov.uk
ER Emergency Duty Team – (out of hours)	01377-241273 emergency.duty.team@eastriding.gcsx.gov.uk