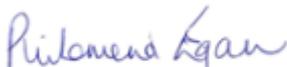
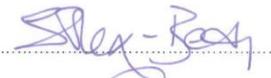


# St Mary's Catholic Primary School

'Love God, Love Others, Love Ourselves'



## Safeguarding Whistleblowing Policy

<b>Date of Ratification:</b>  Autumn 2018		<b>Signed:</b>   <b>Ms Philomena Egan (HEAD TEACHER)</b>  <b>Mrs Sherron Alexander-Bedingfield (CHAIR OF GOVERNORS)</b>
<b>Review date:</b>  Autumn 2019		<b>Signed:</b>   <b>Ms Philomena Egan (HEAD TEACHER)</b>  <b>Mrs Sherron Alexander-Bedingfield (CHAIR OF GOVERNORS)</b>

### Safeguarding Statement

At St Mary's Catholic Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at St Mary's Catholic Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

This guidance is written for staff working with children and young people in education settings including maintained schools.

Staff 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 recognize 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 victimization. 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/s that are targeted. These children need someone like you to safeguard their welfare.

## **Don't think what if I'm wrong – thing 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**

- Fear of starting a chain of events which spirals out of control.
- 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. Types of concern could be: that a criminal offence may have been committed; a legal obligation may not have been undertaken; a miscarriage of justice may have been committed; the health and safety of an individual may have been risked; the unauthorized use of school money may have been committed etc.
- Try to pinpoint exactly what practice is concerning you and why.
- Approach the Designated Lead for Child Protection, or Headteacher.
- If your concern is about your immediate manager/Headteacher, speak to the Chair of Governors or if you feel you need to take it to someone outside the school, contact the safeguarding team on: **020 8496 3646 / 07791 559 789**
- 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 wherever 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**

Staff includes any adult, paid or voluntary, who works in a school or educational establishment within the Local Authority.

### **Protecting the individual raising the concern**

If an individual raises a concern which they believe to be true, the school will take appropriate action to protect the individual from any harassment, victimization or bullying. Employees who raise a genuine concern under this policy will not be at risk of losing their job, nor will it influence any unrelated disciplinary action or redundancy procedures.

**However, individuals will not necessarily be protected from the consequences of making a disclosure if, by doing so they commit a criminal offence.**

### **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 victimization
- 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.
- The matter will be treated confidentially if the individual requests it and their name or position will not be revealed without their knowledge.
- If the suspicions are not confirmed by an investigation, the matter will be closed. Staff will not be treated or regarded any differently for raising the concerns, and their confidentiality will continue to be protected.

### **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 recognized that whistle blowing can be difficult and stressful. Advice and support is available from the Designated Safeguarding Lead, Headteacher, Waltham Forest Child Protection Service and/or your professional or trade union.

### **Contact**

[Safeguardingineducation@walthamforest.gov.uk](mailto:Safeguardingineducation@walthamforest.gov.uk)

020 8496 3646 / 07791 559 789

### **Review**

This policy will be reviewed annually alongside the school's Safeguarding Policy