

# The Coastal Federation

<b>Bacton Primary School</b>	<b>Mundesley Infant School</b>	<b>Mundesley Junior School</b>
		
<b>Whistleblowing Policy</b>		

<b>Date of Review</b>	June 2018
<b>Date of Next Review</b>	June 2019
<b>Chair of Governor's Signature</b>	

## Safeguarding Children Whistleblowing Policy

*Don't think 'what if I'm wrong?' - think 'what if I'm right?'*

The Coastal Federation is committed to safeguarding and promoting the welfare of its pupils and encourages an open and supportive culture. This policy explains the procedures that anyone working here should follow if he or she has concerns that the practice of any adult, whether an employee or a volunteer, within the school may be harming pupils. It supplements Norfolk County Council's general Whistleblowing Policy. The policy should be read in conjunction with the following school policies and procedures:

- Staff code of conduct
- Safeguarding (which includes our Statement of Procedures for Dealing with Allegations of Abuse Against Staff and Volunteers)
- Anti-bullying
- Equal Opportunities
- Confidentiality

Norfolk County Council's Whistleblowing Policy:

<http://www.eficts.norfolk.gov.uk/Finance/FMSiS/Whistleblowing/default.aspx>

### Principles

- We all have a duty to protect children from harm.
- Adults working in a school are often the first to realise that the behaviour of someone is causing, or is likely to cause, harm to a child.

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour in order to protect or reduce the risks to others, to prevent the problem worsening and to protect other staff and the school.
- We recognise that the decision to report a concern is difficult. We will not tolerate harassment or victimisation and will take all possible measures to protect anyone who raises concerns in good faith.
- If you raise concerns in good faith that are proved to be unfounded, no action will be taken against you.
- Where it is concluded that allegations have been made maliciously, disciplinary action may be taken.
- We recognise that whistleblowing can be difficult and stressful. Advice and support will be offered by the school in conjunction with Education Human Resources and you may wish to contact your trade union.

## Barriers to Whistleblowing

- Fear of being wrong.
- Fear of reprisal.
- Fear of escalation.
- Fear of damage to career.
- Fear of not being believed.

This policy aims to address these fears.

## Procedures

- You should voice your concerns, suspicions or uneasiness as soon as you are able.
- Usually, you should report your concerns to the Headteacher, or, where your concerns are about the Headteacher, to the Chair of Governors. Make sure you are satisfied with the response.
- Pinpoint what your concerns are. Ideally, these should be put in writing. Your report, written or verbal, should set out the background and history of the concern, giving names, dates and places where possible, and the reason for your concern. You will not be expected to prove the truth of your allegations but you should demonstrate sufficient cause for concern.
- Concerns will be treated in confidence and we will make every effort to maintain your anonymity, if you wish. However, at the appropriate time, you may need to provide evidence.
- You will be given information on the nature and progress of any enquiries and supported, as necessary.
- Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher or Chair of Governors should contact the Local Authority's Designated Officer (LADO) see appendix 1.

## Self-Reporting

We recognise that staff may experience difficulties, such as physical or mental ill health or personal problems, which could impinge on their professional competence. Staff should report such difficulties to their manager so that professional and personal support can be offered. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where the difficulties raise concerns about the welfare or safety of children.

## References

- ['Keeping Children Safe in Education'](#), DfE (2018)
- [Norfolk Safeguarding Children Board](#) procedures
- [Norfolk Safeguarding Children Board Protocol : Allegations Against Persons who Work with Children](#)

Signed:	Date:
----- Chair of School Effectiveness Committee	-----
Signed:	Date:
----- Chair of Governors	-----

## Appendix 1

### Safeguarding Policy – Whistleblowing Policy Contact details

You should report your concerns to the Headteacher, or, where your concerns are about the Headteacher, to the Chair of Governors.

Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher or Chair of Governors should contact the Local Authority's Designated Officer.

If you have specific concerns about the safety of a child or young person call Norfolk County Council Children's Services on **0344 800 8020**.

If you need to report an allegation of abuse against a person who works with children, you need to contact the Local Area Designated Officer (LADO) **For Education staff related concerns contact the Education Intervention Service Duty Desk (01603 307797)**

[LADO@norfolk.gov.uk](mailto:LADO@norfolk.gov.uk) or [cs.norfolkLADOsecure@norfolk.gcsx.gov.uk](mailto:cs.norfolkLADOsecure@norfolk.gcsx.gov.uk).

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