



Hollinsclough CE Academy

Whistle Blowing (Child Safeguarding & Protection) Policy: 2019

Mission Statement

'To encourage the enthusiasm and joy of learning through a creative curriculum and a holistic approach to education that reflects Christian values supports, our community, guaranteeing accessibility and availability to all.'

Developing potential

Aim

In all forms of employment, a good employer will have in place a Whistle Blowing Policy. Our policy intends to promote an atmosphere which will ensure that inappropriate actions or activities can be reported and then investigated and then for suitable actions to be taken to correct the areas of concern.

- Adults working in our Academy are often the first to realise that someone's behaviour is, or is likely to cause harm to a child or young person.
- We committed to safeguarding and promoting the welfare of every child, and we expect the highest possible standards of openness.
- We recognise that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisals from those responsible.
- We will not tolerate harassment or victimisation and will take all possible measures to protect anyone who raises concerns in good faith.
- All concerns will be treated in confidence, and we will make every effort not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.
- If you voice suspicion in good faith but is not confirmed by the investigation, no action will be taken against you.
- If the investigation concludes that you have fabricated the allegations, disciplinary action may be taken against you.
- The earlier a concern is reported, the easier it is to take action.
- As a first step, concerns should normally be raised with an immediate manager, Principal or Designated Safeguarding Lead (DSL).
- You may wish to consider discussing your concern with a colleague first, and you may find it easier to raise the matter if there are two or more, of you who have had the same concerns.
- If you feel that you cannot approach any of these, contact your union or the local SSCB/LADO
- Concerns are better raised in writing. If you feel this is not possible, you can telephone or meet the appropriate person.
- 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 why you are concerned about the situation.

Implementation of this procedure

Our school will manage the implementation of this procedure with the support and guidance of the appropriate body or bodies.

General

This procedure and its guidance will always reflect the present and future needs of all stakeholders and to support this we are always open to suggestions for changes and alterations of and to any specific individual provision/requirement to ensure full access to all.

Signed...

Designation: Chair of Governors

Date... June 2019

Signed ...

Designation: Principal

Date... June 2019

Original 2017. Reviewed 2019 — next review Autumn term 2021.