



Whistleblowing

The Old School Henstead

Written by:	WJM
Last reviewed on:	9 September 2022
Next review due by:	9 September 2023

Whistleblowing Policy

Purpose and Aims

The purpose of The Old School Henstead whistleblowing policy is:

- To encourage staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated appropriately, and that their confidentiality will be respected.
- To provide staff with guidance as to how to raise those concerns.
- To reassure staff that they should be able to raise genuine concerns in good faith without fear of reprisals, even if they turn out to be mistaken.
- This policy takes account of the Whistleblowing Arrangements Code of Practice issued by the British Standards Institute and Public Concern at Work and is with regard to Keeping Children Safe in Education DfE September 2016, Working Together to Safeguard Children DfE 2015 and section 26 of the Counter-Terrorism and Security Act 2015.

Raising a whistleblowing concern

The school hopes that in many cases Staff will be able to raise any concerns with the Headmaster, speaking to him in person or putting the matter in writing if they prefer. They may be able to agree a way of resolving a concern quickly and effectively. If they feel the Headmaster has not addressed their concern, or prefer not to raise it with him for any reason they may refer the matter to the Governing Body.

The Headmaster will arrange a meeting with the whistleblower as soon as practicable to discuss their concern. He will record sufficient details to enable the matter to be thoroughly investigated. As a minimum he will record the name of the employee but also indicated whether the individual wishes his or her identity to remain confidential, if possible and the nature of the concern. In some cases it will not be possible to maintain confidentiality and the Headmaster will explain this to the employee. In such instances the employee will have the choice of either withdrawing or agreeing to his/her identity becoming known to enable the concern to be effectively dealt with.

The Headmaster will take notes and produce a written summary of the concern raised and provide the whistleblower with a copy as soon as practicable after the meeting. The headmaster will also aim to give the whistleblower an indication of how he proposes to deal with the matter.

Whistleblowing, Safeguarding, Child Protection and Prevent Duty

The practice outlined in the school's Safeguarding and Child Protection Policy and Prevent Duty should be strictly adhered to if the matter is in relation to these issues. For whistleblowing, any member of the school community should contact the School in the first instance, in line with the Safeguarding Procedures, but is empowered to contact the ISI on 020 7600 0100, or Ofsted on 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm), by email at whistleblowing@ofsted.gov.uk. or in writing to WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester M1 2WD.