



NENE VALLEY PRIMARY SCHOOL

CHILD PROTECTION WHISTLE BLOWING POLICY

Introduction

Keeping Children Safe in Education (2020) makes clear what arrangements must be in place within an organisation to safeguard and promote the welfare of children. The Governing Body has to demonstrate that it has an effective whistle blowing process in place and that the workforce is aware of this process.

Policy Statement

Nene Valley Primary School expects all staff and employees including adults working with children and young people, temporary staff, volunteers, students, contractors or external partner agencies, to express any concerns that they may have with regards to the conduct of any individual(s). The term 'staff' will hereafter include all of the wider workforce, as stated above.

Nene Valley Primary School is committed to the highest standards of openness, integrity and accountability. All persons working for, or with Nene Valley Primary School, must feel safe and supported in order to express their concerns.

This policy document is intended to encourage and enable our staff to raise their concerns and to do so without fear of victimisation or discrimination. It does not replace the Complaints Procedure or the Safeguarding including Child Protection Policy or Nene Valley Primary School's standard procedures for reporting allegations or concerns about staff or volunteers. It is supplementary to Nene Valley Primary School's Whistle Blowing Policy in regards to other forms of malpractice covered under the 'Public Interest Disclosure Act'

The Public Interest Disclosure Act (PIDA) protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing. The concern may relate to something that is happening or has happened in the past. The PIDA covers all workers, including temporary agency staff. It does not cover the self-employed or volunteers. The Act also provides protection should individuals have difficulty gaining a reference from an employer because they have raised a concern. It makes it clear that any clause in a contract that purports to gag an individual from raising a concern that would be protected under the Act is void.

Aims

This policy aims to:

- Encourage adults working for or within Nene Valley Primary School to feel confident in raising concerns;
- Provide a process by which concerns can be raised and dealt with;
- Receive feedback on the process (where appropriate); and
- Provide a means by which staff can receive support where concerns have been raised.

What does the safeguarding whistle-blowing policy cover?

This policy is designed to cover concerns that staff have about the conduct of individuals in a position of trust within Nene Valley Primary School which could be detrimental to the safety or wellbeing of young people and where staff, for whatever reason, feel unable to raise them under Nene Valley Primary School's standard child protection procedures around dealing with such allegations. It would include issues about:

- Unprofessional behaviour
- Bullying by staff
- Any form of abuse (physical, sexual, emotional or neglect)
- Name calling
- Personal contact with children and young people which is contrary to Nene Valley Primary Schools policies and codes of conduct
- Any form of racial abuse
- Inappropriate sexualised behaviour
- Knowledge about an individual's personal circumstances which may indicate they could be a risk to children or unsuitable to work with children

Please be mindful that these are examples of concerns, and are not exhaustive.

Safeguarding against harassment or victimisation

Nene Valley Primary School is committed to professional standards and to supporting staff. It is recognised that the decision to report a concern is a difficult one to make. Harassment or victimisation will not be tolerated and Nene Valley Primary School will take appropriate action in order to protect the person raising the concern when they are acting in good faith.

Confidentiality

All concerns will be treated in confidence, however, there may be a need for the whistle blower to give evidence for example if they have witnessed a crime or in regard to disciplinary procedures if this is the outcome.

Anonymous allegations

This policy encourages staff to raise concerns to be identified in doing so as part of their professional role/responsibility. However, anonymous allegations will be investigated as thoroughly as possible.

False allegations

If a member of staff raises a concern in good faith, which is not confirmed by an investigation, no action will be taken. However, if a concern is raised maliciously, disciplinary action may be taken.

How to raise a concern

Staff should normally raise their concerns with the Designated Safeguarding Lead under Nene Valley Primary Schools standard procedures for dealing with allegations. If the Designated Person is the subject of concern the Whistle Blowing Policy can be implemented. Under standard procedures, if there are concerns that an adult working with children may have abused a child, or be unsuitable to work with children and young people, concerns will be passed to the Designated Officer (LADO).

In certain circumstances, staff may feel they are unable to follow Nene Valley Primary School's standard procedures e.g. because they feel their position in Nene Valley Primary School would be in jeopardy, they would be subject to intimidation, or that the person of concern is the designated manager to whom they should report such matters and there is no one senior to refer to. They should then follow the Whistle Blowing Policy by contacting a nominated person (the 'responsible person') within Nene Valley Primary School or an umbrella organisation to which Nene Valley Primary School is affiliated (OWN Trust). In this case contact the school's Chair of Governors. The Policy may also be used in circumstances when the matter has been raised under appropriate organisation procedures for referring child protection concerns, but the referrer considers that the manager has not taken the concerns seriously or acted appropriately with relation to them. In such circumstances, referrers are encouraged to contact the named responsible person for 'whistle blowing' for Nene Valley Primary School or a LADO directly for discussion and advice. The LADO contact details are listed at the end of the policy.

When following the Whistle-blowing Policy, concerns may be shared verbally, but should also be recorded in writing (Safeguarding Whistle Blowing report form – Appendix A).

Staff may wish to invite their trade union representative to be present during any subsequent interviews.

How Nene Valley Primary School will respond:

If the concern is not of this nature there will be:

- Investigation by management
- Disciplinary process if appropriate
- Consideration of policies, processes and procedures if such issues arise from the investigation.

Within 10 working days of a concern being raised the referrer will receive a written response from the responsible person which will:

- Acknowledge that the concern has been received;
- Supply information on relevant support mechanisms
- Advise whether further investigations will take place; or
- Advise that no further action has taken place and why.

Any concern regarding child protection will be referred to external agencies for investigation (children's services, police, LADO).

Who to contact

Stuart Mansell, Headteacher, in person or via email head@nenevalleyprimary.net or telephone 01733 897517. If contacting Stuart Mansell is not appropriate (see above) then contact Richard Isley, Chair of Governors, via email office@nenevalleyprimary.net or the Designated Officer for the Local Authority (LADO) via the contact details provided below.

	Tel. contact	Email
Police Child Abuse Investigation Unit	101 999 (in an emergency)	Mash.cp@cambs.pnn.police.uk
Designated Officer (LADO)	01223 727967	lado@cambridgeshire.gov.uk
Education Safeguarding Team		ECPSGenral@cambridgeshire.gov.uk

Other support



Recognised trade unions or professional associations can provide support and assistance or independent, external advice this can be obtained from the charity Public Concern at Work.

Regulatory bodies such as Ofsted also have 'whistle blowing' hotlines. Ofsted's whistle blowing hotline is: 0300 123 3155. The email address is whistleblowing@ofsted.gov.uk.

Public Concern at Work is a registered whistleblowing charity.

Helpline: 020 7404 6609

E-mail: helpline@pcaw.co.uk

Signed:	Signed
	
Mr Richard Isley Chair of Governors	Mr Stuart Mansell Headteacher
Date: Autumn 2020	Review Date: Autumn 2021

Appendix A.

Appendix A

Name:	Date:
Location/department:	
Please give a brief outline of your concern? (Please give relevant names, dates, locations etc.)	
Were there any other witnesses? If so, please give their full contact details.	
Did you take any action at the time? – if so, please outline what action you took	
if you did not take action at the time, please give details as to why you took no action	

Signed: Name:

Date: Position