



NORLAND PLACE SCHOOL

**WHISTLE BLOWING POLICY
(Whole School, including EYFS)**

Reviewed: September 2019	Next Review Date: September 2020
Responsibility: PM, LF	
Location(s): SMT Drive, Staff Drive, Staff Handbook, Staff Room Policy Folder	

Introduction

This policy is written with due regard to Working Together to Safeguard Children (2015) and Keeping Children Safe in Education (2019).

All staff at Norland Place should feel that they are in a safe and supportive environment. As part of this, they must feel able to raise concerns about events or incidents that may be inappropriate and make staff feel uncomfortable.

A staff member might be the first to recognise that something is wrong, but may be reticent to register a concern, feeling that this would be disloyal to colleagues or for fear of harassment, victimisation, repercussion, disruption to their work or fear of getting it wrong.

These feelings, however natural, must never result in a child/student continuing to be unnecessarily at risk. It is often the most vulnerable who are targeted. These children need someone to safeguard their welfare. Safeguarding is everyone's responsibility.

Norland Place School staff should respond to a feeling of concern by asking themselves: **'What if I am right?'** rather than, 'What if I am wrong?'

Reasons for whistle blowing

Each individual has a responsibility for raising concerns about unacceptable practice or behaviour in order to:

- Prevent a problem worsening or widening
- Protect or reduce the risks to others
- Prevent self from becoming personally implicated

How to raise a concern

- A concern, suspicion or unease, should be voiced as soon as possible to the Headmaster or Deputy Head giving clear detail of the circumstances and events: the sooner a concern is expressed the easier and sooner it is possible for action to be taken
- If the concern is about the Headmaster, it should be raised directly with the LADO. Contact details on the Safeguarding policy
- A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern

Members of staff should be reassured that a disclosure of this nature will be handled with the utmost discretion by the school's senior management team.

Headmaster / Deputy Head / APDSL will complete a whistle blowing form when a concern has been raised.

Staff are also made aware of the Ofsted Whistle blowing hotline if they feel the concern has not been dealt with.

Ofsted Whistle Blowing contact details.

Call: 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm).

Email: whistleblowing@ofsted.gov.uk

NSPCC Whistle Blowing contact details

Call: 0800 028 0285

Email: help@nspcc.org.uk

Staff, pupils, parents or indeed anyone with safeguarding concerns about an independent school are encouraged to contact ISI by email to concerns@isi.net or telephone 020 7600 0100.