

Whistleblowing Policy



Policy Number:	PE06	Originator:	Lukasz Miecznikowski
Issue Number:	3	Authoriser:	Jason Goddard
Issue Date:	01/05/2020	Service Type:	Education
Next Review Due:	01/05/2021	Policy Location:	Policy File

1. Policy and Procedure

It is the delegated responsibility of the School's Head teacher to ensure that pastoral practice within the Greater Horseshoe School adheres to policies, procedures and guidance in relation to good pastoral practice.

All staff must be made aware of the school's guidelines on Whistleblowing Policy.

The Senior team management are responsible for monitoring the schools practice on a regular basis. This can be achieved via Team Meetings, Individual Supervision, Appraisal, Children's Meetings and Child Reviews. Appropriate practice challenges by staff should always be encouraged and opened up for debate within teams.

It is recognised that depending upon the dynamics of the school, certain practice/s may need to be employed as a 'one off'. For example, the curtailment of, or the need to 'stagger' children's pocket money, because of misappropriation of monies. Any such measure must be discussed between the Head Teacher and the Local Authority Social Worker before being implemented. If this type of 'behaviour control' becomes the 'norm' within the school, staff may not feel comfortable with, or be able to challenge such practice.

If staff have concerns about observed practice that is considered to be 'oppressive' or 'not in the best interests of children', they need to know that there are other avenues that they can access to make their concerns known. This is known as 'whistleblowing'.

If the formal 'whistleblowing' route is taken up by any staff member it will be treated in confidence and should not be considered as negative or disloyal if known by others. Ultimately, staff are employed to deliver a high standard of care/education and control to children and young people who are in need. This high standard must be subject to both internal and external inspection.

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2. The aims of the 'whistleblowing' policy are to:

- Encourage employees to feel confident in raising serious concerns, and to question and act upon concerns about practice.
- Provide avenues for employees to raise those concerns and receive feedback on any action taken.
- Ensure that employees receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied.
- Reassure employees that they will be protected from possible reprisals or victimisation if they have a reasonable belief that any disclosure made has been in good faith.

3. Equality Impact Statement

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you, or any other groups, believe you are disadvantaged by this policy please contact the Group Director for Education and Learning. Enhanced Children's Services will then actively respond to the enquiry.

This policy is written by Lukasz Miecznikowski

Date: 1st of May 2020

Signed 

This policy is quality assured by Jason Goddard, Group Director for Education and Learning.

Signed: 

Date: 1st of June 2020

The policy is quality assured by Governor: