

WHISTLE BLOWING POLICY

Article 34: Nobody should touch me in ways that make me feel uncomfortable, unsafe or sad

Article 19: Governments should ensure that children are properly cared for, and protect them from violence, abuse and neglect by their parents or anyone else who looks after them’.

Icknield School Values Statement

Icknield School is passionate about providing an inclusive education. We value all students as unique and nurture their talents. We enable students to achieve to their best ability in a safe environment and to grow into the finest individuals they can be.

Our inclusive practice can be defined as attitudes, approaches and strategies taken to ensure that all our pupils are included in the learning environment. We ensure that all pupils are listened to, openly valued, safe and have the confidence to participate in all activities.

Icknield School strives to remove barriers to learning, to celebrate diversity and through this we encourage and support a society of equality, acceptance and mutual respect.

By valuing and respecting human diversity, Icknield School fosters a sense of community and belonging, enabling all: children, teenagers and adults, to participate in every area of life possible.

This policy is written for all staff working with children at Icknield School. It covers good working practice between staff and pupils and also between staff and staff.

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concerns out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child, young person or adult continuing to be unnecessarily at risk. Remember it is often the most vulnerable people who are targeted. These people need someone like you to safeguard their welfare.

Don't think what if I'm wrong - think what if I'm right

Reasons for whistle blowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour
- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent becoming implicated yourself

What stops people from whistle blowing

- Starting a chain of events which spirals
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believed

How to raise a concern

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner action can be taken
- Try to pinpoint exactly what practice is concerning you and why
- Approach your immediate manager, Head teacher or the Designated Safeguarding Lead.

If your concern is about your immediate manager/Headteacher, or you feel you need to take it to someone outside the school, contact the Safeguarding Governor.

School staff or other professionals should ring the professionals' line on 01329 225 379

The Safeguarding Unit

**Children's Services Department
Clarendon House
Monarch Way
Winchester
SO22 5PW**

- Make sure you get a satisfactory response - don't let matters rest.
- Ideally, you should put your concerns in writing, outlining the background and history, giving names, dates and places where you can.
- A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

What happens next ?

- You should be given information on the nature and progress of any enquiries.
- Your employer has a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Malicious allegations may be considered as a disciplinary offence.

Self reporting

There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with their line manager so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

Further advice and support It is recognised that whistle blowing can be difficult and stressful. Advice and support is available from your line manager, HR department and/or your professional or trade union.

"Absolutely without fail- challenge poor practice or performance. If you ignore or collude with poor practice it makes it harder to sound the alarm when things go wrong" (reproduced with acknowledgement to "Sounding the Alarm" – Barnardos)

Reviewed : 15/10/25

Due for review : October 2027

Whistle blowing.

Don't think what if I'm wrong – think what if I'm right

Concerns you may have regarding whistle blowing

- Fear of getting it wrong or reading too much into the situation.
- Starting a chain of events which then might spiral.
- Fear of not being believed.
- Fear of repercussions or damaging careers.

How to raise a concern

- Voice your concerns, suspicions or uneasiness as soon as you are able to.
- Try to pinpoint exactly what is concerning you and why.
- Speak to your line manager, Headteacher or Designated Safeguarding Lead. If your concern is about your Headteacher, contact the Safeguarding Governor. There is also a professional's line; 01329 225 379.
- Put your concerns in writing, outlining the background, history, names, dates and places where you can.
- You are not expected to prove the truth of an allegation. However, you do need to demonstrate sufficient grounds for the concerns.

What happens next?

- You should be given information on the nature and progress of any enquires.
- Make sure you get a satisfactory response – don't let matters rest.
- Your employer has a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Malicious allegations may be considered a disciplinary offence.

Whistle blowing can be very difficult and stressful. Advice and support are always available from your line manager, HR and/or the 24hr help line 'Self Assured' 0800 030 5182. Or you can contact your trade union.