



Cherish  *Challenge*

Whistleblowing

Have you seen or heard something at work that has worried you? For example:

- Actions which endanger the Health and Safety of others
- Concerns about poor or unsafe practice, including in relation to the care and protection of children (see Safeguarding and Child Protection Policy)
- Actions from colleagues, parents, visitors or staff employed by other agencies
- Conduct which suggests extremism or radicalisation of other staff or children
- Criminal activity
- Failure to comply with any professional obligation or regulatory requirements
- Conduct likely to damage our school's reputation
- Misuse of sensitive information
- Deliberate attempts to conceal any of the above

If you genuinely believe something may be wrong, even if you're not absolutely sure, we want to know. In the first instance, please raise the issue with:

DSL – Richard Catchpole or DDSL's Rachel Barker & Jackie McPhail. All can be contacted via their school email, or complete an Expression of Concern form.

Whistle Blowing Policy

Employees are often the first to become aware about a potential safeguarding concern relating to a colleague, visitor or any other adult associated with the setting. Busbridge CE Junior School has a clear written whistle blowing procedure for all staff to follow which sets out to;

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

Untrue Allegations Policy

Busbridge CE Junior School accepts that deciding to report a safeguarding concern can be very difficult and uncomfortable. If a member of staff makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against him/her. If, however, a member of staff makes an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against them.