

Holy Spirit Catholic Primary School



Whistle Blowing Policy

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| This policy was approved by | |
| Name | C McCoy |
| Position | Chair of Governors |
| Date | September 2021 |
| Review Date | August 2022 |

Mission Statement

Our school is a place where we respect the views and value the opinions of everyone.

We encourage the development of behaviour and attitudes which reflect the life of Christ and the teachings of the gospel and so nurture the appreciation of every individual regardless of race, gender, colour or creed.

We endeavour to involve teachers, parents, governors and the wider community in the spiritual, intellectual, emotional and social development of our children.

We strive to help our young people become more independent, making their own decisions and taking responsibility for themselves and others.

"Jesus holds my hand and guides me on my way"

Overview

In this school the health, safety and protection of children and all who come here is given the highest priority. We have a comprehensive range of policies and procedures in place to ensure that our work is of the highest standard. We have in place very good lines of communication through which concerns may be channelled and all staff and volunteers should use these in all but exceptional circumstances. All staff and volunteers should feel able to raise concerns about any poor or unsafe practice with regard to children that they find. Where a member of staff or volunteer has a concern that they believe will not be dealt with using the normal procedures they must raise it in line with the guidance given in this policy. Any concern raised will be treated seriously and it will be investigated in a timely manner.

Intent

1. To ensure that every member of staff and volunteer in the school has the opportunity to raise a serious concern when they feel that normal channels of communication are not appropriate.
2. To set out appropriate strategies for raising any such concern.
3. To ensure that concerns are dealt with in a timely and appropriate manner
4. To ensure that if allegations of abuse are made against a member of staff the procedures set out in the DfE Statutory Guidance Keeping children safe in education Part four: Allegations of abuse made against teachers and other staff (Appendix 1) are followed

Implementation

1. The member of staff or volunteer with the concern should act without delay and notify the appropriate person at the earliest opportunity.
2. In the first instance any concern should be drawn to the attention of the line manager of the member of staff or volunteer or a member of the Senior Leadership Team.
3. If the member of staff or volunteer feels that it is more appropriate to go directly to the headteacher with their concern, they must do so.
4. If the matter of concern relates to the professional role of the headteacher the member of staff or volunteer should go to the Chair of the governing body (Fr C McCoy).
5. Encourage people to use this policy in a professional manner and to discourage whistle blowing intended as a cloak for malicious and vindictive actions.

Impact

The whistle blower will be taken seriously. Any concern raised in accordance with this policy will be followed up and investigated in a timely manner. Where the concern is upheld it will be dealt with quickly and efficiently and appropriate action will be taken to resolve it.