



Molescroft Primary School
Whistle Blowing (Child Protection/Safeguarding)
Guidance and Procedure Revised September 2018

This policy should be read in conjunction with;

- ERYC Whistle Blowing Policy (Schools) revised (Sept 2015)
- Keeping Children Safe in Education DfE (Sept 2016)
- Guidance for Safer Working Practice for those working with children & young people in education settings (Oct 2015)
- School Code of Conduct (Sept 2016)

The ERYC Whistle Blowing Policy (Schools) outlines the full scope and application of the policy in its widest sense and states that:

'In the case of Child Protection issues the procedures and guidance of the East Riding Safeguarding Children Board must be followed.'

'Failure to observe, or breaches of, procedures and guidelines issued by the ERSCB with the risk that children may suffer harm' are regarded as falling within the scope of the Whistle Blowing Policy which also points out that:

'Section 10 of the Children Act 2004 places a duty on relevant partners, persons or bodies working with children to co-operate with a view to improving the wellbeing of children.... It is this duty that supports early intervention to safeguard and promote children's and young people's wellbeing'

A Background

- 1) It is the clear responsibility of all members of staff and volunteers to act on any concerns or information that gives them concern about the safety and wellbeing of a child or children arising from circumstances or events out of school.
- 2) Equally it is the responsibility of all members of staff and volunteers to act on any concerns or information that gives them concern about the safety and wellbeing of a child or children within the school or within the care of the school.
- 3) Such a concern may be related to;
 - The conduct or behaviour of a member of staff or volunteer towards an individual child or children.
 - Information that suggests member of staff or volunteer is unsuitable to work with children.
 - Belief that school senior management or Governors have failed to take appropriate action in response to safeguarding concerns raised.

B How to Raise a Concern

- 1) In the first instance concerns should be raised in the **strictest confidence** with the headteacher or senior member of staff if the head is not available.
- 2) If the concern relates to the headteacher it should be raised with the Chair of Governors, a Senior member of staff or the Local Authority Designated Officer (LADO) immediately.
- 3) If the concerns are regarding abuse to children the ER Child Care Golden Number or the out of hours Emergency Duty Team can be contacted.

C How the school will respond.

- 1) If the concern is that a member of staff or volunteer has or may have;
 - **Behaved in a way that has harmed a child or may have harmed a child.**
 - **Possibly committed a criminal offence against or related to a child.**
 - **Behaved towards a child or children in a way that indicates that he/she would pose a risk of harm to children.**

The Headteacher (or other as above) will contact the LADO following ERSCB and *DfE Statutory Guidance - Keeping Children Safe in Education* Sec 4 (April 2014) to discuss how the allegation should be investigated. If after consultation it is agreed that the above criteria may apply the appropriate Statutory Guidance will be followed.

- 2) If the concern does not match any of these criteria or after consideration with the LADO or other appropriate agencies it is agreed that the matter should be dealt with by internal processes the school will consult the Human Resources Department to determine the most appropriate action in line with appropriate policies and the ERYC Whistle Blowing policy procedures.
- 3) If the concern is that the school has not followed appropriate Child Protection procedures or has not pressed other agencies where concerns about a child persists, the DSL should be approached by the member of staff to seek assurances that appropriate action will be taken.

D Confidentiality and Support

- 1) All concerns will be treated in strictest confidence by all concerned. The school will protect the identity of whistle blowers as much as possible.
- 2) However particularly in the context of Child Protection and safeguarding concerns it may be that an investigation process may reveal the source of the information.
- 3) All staff involved in any related investigations must maintain confidentiality during and after the conclusion.
- 4) The school will take steps to minimise any difficulties and provide appropriate support and advice to staff passing on concerns.

- 5) Depending on the nature of the concerns and the subsequent type of investigation the Whistle Blower will be updated appropriately in line with the ERYC policy.
- 6) All involved will attempt to ensure that any allegation is dealt with fairly, quickly, proportionately and consistently in a way that provides effective protection for the child and at the same time supports the person who is subject to the allegation and the person bring the concern to the attention of the school.

E If concerns persist

- 1) If the referrer does not have confidence that the matter has been dealt with appropriately and/or that the risk or possible risk to children or further allegations persist s/he should make representations to the appropriate member of staff or Governor.
- 2) If reassurance is not gained s/he should contact the Local Authority Designated Officer in confidence.

F Related Policies/Guidance and Contact

ERYC –Whistle Blowing Policy (Schools) revised Sept 2014	School website and Schools Intranet Admin Section
Keeping Children Safe In Education Sec 4 (DfE April 2014)	School website and DfE Website
School Staff Code of Conduct	School website and every induction
Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings DCSF March 2009	School website
School Child Protection Policy	School website
Chair of Governors	Tony Knight
Local Authority Designated Officer (Schools) Tony Marsh	(01482) 392139 tony.marsh@eastriding.gcsx.gov.uk ERSCB Room AF 56 County hall Beverley
Local Authority Designated Officer Dave Finan	(01482) 396999 dave.finan@eastriding.gcsx.gov.uk ERSCB Room AF 56 County hall Beverley
ER Children Social Care Golden Number	(01482) 395500 childrens.socialcare@eastriding.gcsx.gov.uk
ER Emergency Duty Team - (out of hours)	(01377) 241273 emergency.duty.team@eastriding.gcsx.gov.uk