

WHISTLEBLOWING POLICY

Introduction

Whilst we expect all our colleagues, both internal and external, to be professional at all times and hold the welfare and safety of every child as their paramount objective, there may be occasions where this may not be happening.

This policy sets out the school's procedure for whistleblowing and has regard for requirements made in *Keeping Children Safe in Education (2025) (KCSIE)* and guidance set out in *Working Together to Safeguard Children (2023)*. It links to the school's Safeguarding Policy and Staff Code of Conduct Policy. The whistleblowing procedure is an essential part of the school's induction for staff. Please see the Safe Recruitment of Staff Policy and the Staff Development and Training Policy for further information.

With regard to *Working Together (2023)* the school has a culture of safety, raising concerns, valuing staff, and reflective practice. It is vital that all team members talk through any concerns they may have with the Head Teacher at the earliest opportunity to enable any problems to be addressed and corrective measures taken where necessary, as soon as they arise.

Disclosure of information

If, in the course of your employment, you become aware of information which you reasonably believe tends to show one or more of the following, you **MUST** use the school's disclosure procedure set out below:

- That a criminal offence has been committed or is being committed or is likely to be committed;
- That a person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject (e.g. EYFS Framework, National Care Standards);
- That a miscarriage of justice that has occurred, is occurring, or is likely to occur;
- That the health or safety of any individual has been, is being, or is likely to be, endangered;
- That the environment, has been, is being, or is likely to be, damaged;
- That information tending to show any of the above, is being, or is likely to be, deliberately concealed.

Disclosure procedure

- If this information relates to child protection then the school's Safeguarding Policy should be followed, with particular reference to the staff section;
- Where you reasonably believe one or more of the above circumstances listed above has occurred you should promptly disclose this to the Head Teacher so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to the Head Teacher (i.e. because it relates to them) you should speak to the Assistant Head - Pastoral, Anna Rokakis. Depending on the nature of the offence carried out by the Head Teacher, Mrs Anna Rokakis will then contact the appropriate body from the list provided by the UK Government which can be found [here](#).

- Employees will suffer no detriment of any sort for making such a disclosure in accordance with this procedure. For further guidance in the use of the disclosure procedure, employees should speak in confidence to the Head Teacher;
- Any disclosure or concerns raised will be treated seriously and will be dealt with in a consistent, transparent and confidential manner and will be followed through in a detailed and thorough manner;
- Any employee who is involved in victimising employees who make a disclosure, takes any action to deter employees from disclosing information or makes malicious allegations or disclosures in bad faith will be subject to potential disciplinary action which may result in dismissal;
- Failure to report serious matters can also be investigated and potentially lead to disciplinary action which may result in dismissal;
- Any management employee who inappropriately deals with a whistleblowing issue (e.g. failing to react appropriately by not taking action in a timely manner or disclosing confidential information) may be deemed to have engaged in gross misconduct which could lead to dismissal.

Safeguarding Policy – Whistleblowing

The school’s Safeguarding Policy contains the following passage on whistleblowing:

The school has a culture of supporting staff and encouraging them to share concerns surrounding safeguarding with the designated person. Should a member of staff feel there is unsafe practice, or a potential failure in the school’s safeguarding policy and procedures, they should contact the designated person or member of the Senior Leadership Team immediately and follow the school’s whistleblowing procedure (see Whistleblowing Policy). In keeping with the KCSIE, any member of staff can report a safeguarding concern to the appropriate local agency. Contact details for local agencies are set out in Appendix 1 of the Safeguarding Policy. Staff may also contact the **NSPCC Whistleblowing Advice Line** on **0800 028 0285** or email **help@nspcc.org.uk** if they feel unable to raise a concern internally or if they feel their concern has not been handled correctly.

Low Level Concerns

As part of the whole school approach to safeguarding, Heath House ensures that it promotes an open and transparent culture in which all concerns about all adults working in or on behalf of the school are dealt with promptly and appropriately.

Creating a culture in which all concerns about adults are shared responsibly and with the right person, recorded and dealt with appropriately, is critical. If implemented correctly, this should:

- enable schools to identify inappropriate, problematic or concerning behaviour early
- minimise the risk of abuse, and

ensure that adults working in or on behalf of the school are clear about professional boundaries and act within these boundaries, and in accordance with the ethos and values of Heath House.

Please also see the Safeguarding Policy.

Internal use only

Last reviewed	May 2026
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