DURLSTON

Policy 1.13

Durlston School Whistleblowing Policy

(Including EYFS pupils)

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Durlston School 1.13 Whistleblowing Policy.

1. Aims of the Durlston School Whistleblowing Policy

1.1 At Durlston we understand that whistle–blowing is an important aspect of safeguarding, where staff, volunteers and students are encouraged to share genuine concerns about a colleagues behaviour. We understand that this behaviour may not be child abuse, however the adult may not be following the code of conduct or could be pushing boundaries beyond normal limits.

1.2 We recognise that if a member of staff, volunteer or student raises concerns about a wrong doing to Durlston School or to another organisation they are protected under the Public Interest Disclosure Act 1998. The Act applies where a worker has a reasonable belief that their disclosure tends to show one or more of the following offences or breaches:

- A criminal offence,
- The breach of legal obligation,
- A miscarriage of justice,
- A danger to the environment, or
- Deliberate covering up of information tending to show any of the above.

2. Raising a concern

2.1 At Durlston School we support measures that protect whistle-blowers from any form of victimisation. We have a procedure to ensure concerns are dealt with effectively and efficiently and will do all that we can to preserve the confidentiality of the person/s who has raised a concern.

2.2 If a member of staff, volunteer or student has a concern the procedure below should be followed:

- Raise concern with the Headmaster (This is dependant upon the seriousness and sensitivity of the concern and who is suspected of the wrongdoing).
- Alternatively raise concerns with the local authority.
- Concerns can be verbal or written.
- Write your concerns down clearly and include the background, history, names, dates and places and reason for the disclosure. When raising a concern the whistle - blower needs to demonstrate that they have an honest and reasonable suspicion that malpractice has occurred, is occurring or is likely to occur.
- The Headmaster/local authority will respond to the concern, by carrying out an initial enquiring to decide if an investigation should take place.
- If the concern falls within the offences/breaches as listed previously these will be referred for consideration under those procedures.
- Concerns may be resolved by agreed actions without the need for investigation.
- If urgent action is required this will be taken before any investigation is carried out.
- Durlston School will explain to the whistle-blower how the concerns will be dealt with within 10 working days of the concern.

2.3 All concerns will be treated with confidence and every effort will be made not to reveal a staff members, volunteers or students identity. However while making all reasonable efforts to maintain the confidentiality of the concern, at a certain stage in the investigation it will be necessary to make the origins of the concern known to the person or persons the allegations is against.

2.4 All concerns raised within the remit of the above procedure will be assessed to determine if the confidentiality extends to withholding the name of the complainant. There shall be a substantial reason for doing so, such as a real risk of personal harm.

3. Disclaimer

3.1 The complainant should be aware however, that their identity may be revealed by inference.

3.2 Durlston School accept that deciding to report a concern can be very difficult and uncomfortable. If a member of staff, volunteer or student 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, volunteer or student makes an allegation frivolously, maliciously or for personal gain, disciplinary actions may be taken against them.

Ofsted Whistle-Blowing Hotline:
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