



Godalming Junior School

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. If you have any concerns you should contact our Designated Safeguard Leads (DSL) Adam Samson or Deputy Designated Safeguard Leads (DDSL) Nick MacIver, Louise Munz, Kate Wilkinson and Nancy Kirby

WHISTLEBLOWING POLICY

This policy was reviewed: Autumn 2024

This policy will be reviewed next: Autumn 2025

This policy will be reviewed by: The Resources Committee

Whistleblowing Governor: Michael Guest

This guidance is written for staff¹ working with children and young people in education settings including maintained schools and are in line with [Surrey Children's Service's "Staff Concerns and the Freedom to Express Them \("Whistleblowing"\)" SCC November 2002](#)

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concerns out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young person who are targeted. These children need someone like you to safeguard their welfare.

This policy is in line with the school's [Safeguarding and Child Protection Policy and school Code of Conduct](#).

Godalming Junior School is a [UNICEF Rights Respecting School](#) educating children on the UN Convention of the Rights of the Child.

Don't think what if I'm wrong - think what if I'm right

Reasons for whistle blowing

- Each individual has a responsibility for raising concerns about unacceptable practice or behaviour including acts related to potential sexual harassment
- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent becoming implicated yourself

What stops people from whistle blowing

- Starting a chain of events which spirals
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believe

¹ Staff includes any adult, paid or voluntary, who works in a school or educational establishment within the LA

How to raise a concern

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner action can be taken
- Try to pinpoint exactly what practice is concerning you and why
- Approach your immediate manager, Headteacher, or the Designated Safeguard Lead (DSL).
- If your concern is about your immediate manager/Headteacher, or you feel you need to take it to someone outside the school, contact the Local Education Officer for your area or the school's Chair of Governors. See School Safeguarding Statement
- Make sure you get a satisfactory response - don't let matters rest.
- Ideally, you should put your concerns in writing, outlining the background and history, giving names, dates and places where you can.
- A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

What happens next?

- You should be given information on the nature and progress of any enquiries.
- Your employer has a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Malicious allegations may be considered as a disciplinary offence.

Self reporting

There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health problem, which they know to be impinging on their professional competence. Staff have a responsibility to discuss such a situation with a senior member of staff so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

Further advice and support

It is recognised that whistle blowing can be difficult and stressful. Advice and support is available from your line manager, HR department and/or your professional or trade union.

Staff are encouraged to use an external, independent and confidential service provided by:

Expolink helpline Freephone: 0800 374199.

"Absolutely without fail - challenge poor practice or performance. If you ignore or collude with poor practice it makes it harder to sound the alarm when things go wrong"
(reproduced with acknowledgement to "Sounding the Alarm" - Barnardos)