

St. Joseph's R.C. Primary School



Whistleblowing Policy

June 2026

Review: June 2028

Policy Review

The policy was last reviewed and agreed by the Governing Body in May 2023

It is due for review in May 2026.

Safeguarding and Welfare Requirements

Policy Statement

We expect the children in our care to be looked after in an appropriate manner at all times. Therefore it is vital that we have a transparent culture within our school where parents, carers and staff feel able to raise concerns they may have at any time. We expect and require our staff to act in a professional manner at all times.

The Public Interest Disclosure Act 1998, known as the Whistle Blowing Act, is intended to promote internal and regulatory disclosures and encourage workplace accountability and self-regulation.

Aims of the Policy

- To encourage staff and volunteers to feel confident in raising serious concerns and to question and act upon concerns about practice
- Provide avenues for staff and volunteers to raise those concerns and receive feedback on any action taken
- Ensure that staff and volunteers receive a response to concerns raised
- Reassure staff and volunteers that they will be protected from possible reprisals or victimisation if they have a reasonable belief that they have made a disclosure in good faith.

Whistleblowing Process

1. Adult to discuss concern with headteacher at earliest opportunity. Concerns can be raised both in person and using 'My Confide' (a confidential part of the online safeguarding reporting system available to staff).
2. In the event of a concern being raised against the headteacher, then contact should be made with either the Chair of Governors, the MASH team (Multi Agency Safeguarding Hub) who may refer to LADO (Local Authority Designated Officer). Such concerns will always be logged with Ofsted.
3. Staff have the right to raise concerns about safeguarding by also contacting the whistleblowing helpline available from the NSPCC. Staff can call 0800 028 02825 or email help@nspcc.org.uk

Disclosure of Information – information for staff

Disclosures should be reported and not concealed

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:

1. that a criminal offence has been committed, or is being committed or is likely to be committed
2. that a person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject
3. a miscarriage of justice has occurred, is occurring, or is likely to occur

4. that the Health & Safety of an individual has been, is being, or is likely to be endangered
5. the environment, has been, is being, or is likely to be damaged
6. information tending to show any of the above, is being, or is likely to be, deliberately concealed.

Disclosure Procedure

1. If this information relates to child protection/safeguarding then the school's Safeguarding and Child Protection Policy should be followed, with particular reference to the staff and volunteering section.
2. Where you reasonably believe one or more of the circumstances listed above has occurred you should promptly disclose the information to the headteacher so that appropriate action can be taken. If it is inappropriate to make such a disclosure to the headteacher (because the situation involves the headteacher) you should speak to the Chair of Governors.
3. 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 headteacher.
4. Any disclosure or concerns raised will be treated seriously and will be dealt with in a consistent and confident manner and will be followed through in a detailed and thorough manner.
5. 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.
6. Failure to report serious matters can also be investigated and potentially lead to disciplinary action, which may result in dismissal.
7. Any management employee who inappropriately deals with a whistle blowing issue (ie: 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.

Using the Ofsted Whistleblowing Hotline

Ofsted's dedicated Whistleblower Hotline (0300 123 3155) 8am to 6pm, Monday to Friday. Whistleblowing disclosures can be submitted to Ofsted by email to whistleblowing@ofsted.gov.uk or by post to: Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD