



GREENHILL PRIMARY SCHOOL

WHISTLEBLOWING POLICY AND PROCEDURES

Abbreviation List:

DSL – Designated Safeguarding Lead
LADO- Local Authority Designated Officer
Staff Member – includes all School Staff and the Governing body

Policy Document:

- Policy Aims and Overview
- Making a Disclosure - Roles and Responsibilities

Reference List:

BSGB Confidential Reporting (Whistleblowing Policy)
Greenhill School Safeguarding Procedure

Policy Aims and Overview:

Within the Safeguarding Procedure for Greenhill School it is identified that there may be occasion when a staff member may have to raise a concern regarding safeguarding practices or procedures. It may be necessary in such a situation that a whistle blowing event may arise and this policy is specifically designed to highlight the responsibilities of school staff.

This policy is based on the Bury Safeguarding Board Policy of Confidential Reporting.

The introduction of the BSCB policy outlines that employees and staff are often the first to realise that there may be something wrong within their organisation however they may choose not to express their concern as they feel that by speaking out it would be disloyal to their superior, colleagues or organisation or they fear harassment or victimisation. The BSCB policy makes it clear that staff should be encouraged and enabled to raise serious concerns within their organisation without fear of reprisal. It is intended to build an environment of openness within all services in within the BSCB including education.

Whistleblowing procedures are now governed by the Public Interest Disclosure Act 1998 in providing protection to staff who have raised concerns.

Making a Disclosure:

- In the first instance, staff should normally raise concerns with the Designated Safeguarding Lead (DSL) or deputy DSL at Greenhill School.
- If a staff member is unable to discuss their concerns with the DCPT or deputy, the designated lead for safeguarding within education should be contacted or the LADO. (Mark Gay – 0161 263 5342)
- School staff can also contact their trade union.
- Whilst it is best that concerns are raised in writing, they can also be expressed verbally through a telephone call.
- In any event, as much information as possible should be given and this should include:
 - The background of the concern
 - Names of the individuals, dates and places where applicable
 - The reasons why there are concerns
- The earlier that concerns are expressed the easier it is for action to be taken.
- BSCB would encourage staff to put their names to allegations because concerns expressed anonymously are much less powerful. However, the organisation also recognised that some staff would not wish to do this. Where a concern is expressed anonymously it will be considered at the discretion of the Local Authority including the factors – the seriousness of the issue or issues raised, the credibility of the concern, the likelihood of confirming the allegation from attributable sources.
- All staff are encouraged to read the full BSCB policy and this is available on the BSCB website :

www.safeguardingburrychildren.org

- Staff can also seek further guidance from the NSPCC whistleblowing helpline 0800 028 0285 and also the independent charity Public Concern at Work. This charity operates a helpline and a mediation service and can be contacted on 0207 404 6609. They can give free, confidential advice at any stage in the process of raising concerns.