



St.Mary's Catholic Primary School
Part of The Christus Catholic Trust



Whistle Blowing Policy



This school is committed to safe guarding and promoting the welfare of children and young people and expects all staff and volunteers to share in this commitment

Our Mission Statement

Respect Ourselves, Respect Others, Respect our School, Love God

Our Mission Statement

St. Mary's is a Catholic School which endeavours to develop and support the individual needs and talents of all members of its community and enables them to learn and live through faith and education.

The school aims are:-

- (a) To integrate each child's holistic, development through a balanced and creative curriculum which sees God as the centre of the learning process.
- (b) To ensure that we lead our children to a greater understanding of the Catholic Faith. Through worship and the development of spirituality and community life, we aim to enable the children to appreciate and respect themselves, their world and the beliefs and cultures of others.
- (c) To provide a curriculum that will develop the full potential of each person and educate the whole child in an environment, which encourages growth in self-confidence and the acquisition of skills, attitudes and values.
- (d) To acknowledge that we are commanded to love God, love one another and to respect ourselves and other people by encouraging the development of meaningful relationships in our school.
- (e) To share our aims and beliefs with our children through the "St. Mary's Way"

Policy

The School Governing Body is committed to providing the highest quality service to pupils, their families and to the wider community. This involves ensuring that the local community can have full trust and confidence in the way the School manages its services and resources and making sure that all those served by the School are provided for safely, effectively and in accordance with best practice.

The School's staff is its most valuable asset. They deliver and manage the School, develop the policies, listen to pupils, their families and to the wider community and ensure proper safeguards are in place to protect the interests of individuals and the School's assets and resources. Staff receive training, supervision and support to ensure high standards are maintained.

Individuals Affected

All members of staff at the School, pupils, their families and the wider community.

Introduction to Whistleblowing

There are occasions when high standards are not maintained. Normally such problems are dealt with by reporting the matter to the Head Teacher who will investigate and rectify the issue. However when staff, pupils, their families and members of the wider community have concerns about serious malpractice, such as the safety or proper care of pupils, or fraudulent or dishonest practice, it can be difficult to know what to do.

This procedure has been established to enable anyone to raise concerns about serious malpractice at an early stage. The Governing Body would prefer a concern to be registered when it arises rather than wait for proof. A member of staff should raise concerns verbally or in writing directly with their Head Teacher or line manager. If for whatever reason a member of staff would like to discuss a concern with an independent party then they should follow the Whistleblowing procedure set out below.

Procedure for Staff

- The Whistleblowing Procedures can also be used
- How to Proceed
- Counselling
- Action that will follow
- What you should not do

The Whistleblowing Procedures can also be used if you suspect malpractice and feel unable to raise the matter with the Head Teacher or if you have raised concerns before with the Head Teacher and no, or insufficient, action has been taken.

How to Proceed

- Follow the School's Complaints Procedure. If not satisfactorily resolved:
- report the matter to the named officer known as the LADO (Local Authority Designated Officer). for whistleblowing in Thurrock Council.

Or

- Telephone the confidential and independent Ofsted Whistleblowing help line on 0300 123 3155 or
- <https://www.gov.uk/education/school-complaints-and-whistleblowing>

A professional, external provider of employee support programmes, operates the help line and Whistleblowing services. Your call will be answered directly by a trained counsellor who will treat your call sensitively, provide you with support, information and guidance, as appropriate, and guide you through the Whistleblowing process. With your express permission the officer will then report the issue directly to the highest-ranking Officer of Thurrock Council who is not implicated by the issue. Your identity will not be revealed to anyone within the Council without your agreement.

Before you contact the hotline

They suggest that you first read the school's whistleblowing policy and then raise your concerns with your employer.

If your employer does not have a whistleblowing policy or if you are still not sure how to raise your concerns with your employer or someone else, we suggest you first get free, confidential advice from the independent whistleblowing charity Public Concern at Work; it can help you to decide whether and/or how to raise your concern. You can call on 020 7404 6609 or email helpline@pcaw.co.uk. For further information, go to [the Public Concern at Work website](#) – it includes guidance on whistleblowing legislation.

If you are someone who wishes to complain about a service you use that we inspect or regulate, we will deal with your concerns through our normal complaints procedure. For further information, go to the [How to complain](#) page.

This procedure should not be confused with the School's grievance procedures or other policies which should be used if you feel aggrieved about your own employment situation or if you or your children are experiencing harassment or bullying at the School.

In all cases where you report in good faith what you have seen, heard or suspect the School will ensure you are not subjected to harassment, victimisation or disciplinary action or any other disadvantage even if your concern is not substantiated after investigation.

Action that will follow

- Having alerted the School to the concern it is Governing Body's responsibility to follow the matter up.
- If you have reported the matter via the Whistleblowing help line and have chosen to remain anonymous, Focus will submit a confidential report to Thurrock Council that safeguards your identity. In such cases the Chief Executive of the Council (or if implicated the next highest ranked Officer) will consider the matter and decide on the action that is necessary. The Chief Executive may appoint an appropriate officer to carry out an investigation. Where there is evidence of poor practice or misconduct, disciplinary action may be taken against the individual(s) concerned.
- Where feedback is requested on the outcome of the investigation it will be given as appropriate by Focus to the person raising the concern.
- A confidential record will always be maintained of any allegations made under these procedures so that in future, any common patterns of concerns can be identified.

What you should not do

The Whistleblowing Procedure should not be used for:

- Pursuing a personal grievance.
- To deal with day to day problems, mistakes or general differences of view that arise at work.
- You should not as a first step take your concerns to the press or the media.

Policy Name: Whistleblowing Policy		
Reviewer: M.Jones	Reviewed Date: December 2019	Date of next review: December 2021