

All Saints' CE Federation of Academies

'Building the bridge to success together'

John 10:10 I have come in order that you might have life - life in all its fullness.

THANKFULNESS

FORGIVENESS

COURAGE

COMMUNITY

Safeguarding in Education

Safeguarding Whistle Blowing Guidance

updated September 2021

This policy should be read in conjunction with;

- Keeping Children Safe in Education DfE (Sept 2021)
- Guidance for Safer Working Practice for those working with children & young people in education settings (May 2019)
- Ebor Staff Code of Conduct (March 2021)
- Use of reasonable force advice for headteachers, staff and governing bodies (DfE July 2013)

A. Background

- 1) It is the clear responsibility of all members of staff and volunteers to act on any concerns or information that gives them concern about the safety and wellbeing of a child or children arising from circumstances or **events out of school**.
- 2) Equally it is the responsibility of all members of staff and volunteers to act on any concerns or information that gives them concern about the safety and wellbeing of a child or children within the school or **within the care of the school**.
- 3) Such a concern in a safeguarding context may be related to;
 - The conduct or behaviour of a member of staff or volunteer towards an individual child or children.
 - Information that suggests a member of staff or volunteer is unsuitable to work with children.
 - Belief that the Designated Safeguarding Lead, Senior Leaders or Governors have failed to take appropriate action in response to safeguarding concerns raised.

B. How to Raise a Concern.

- 1) As outlined in the school **Child Protection and Safeguarding Policy** and **Statutory Guidance Keeping Children Safe in Education 2021** concerns should be raised within school with either the Designated Safeguarding Lead or, in the case of allegations or concerns about the conduct of staff, with the headteacher. (Unless the allegation is about the headteacher in which case with the Chair of Governors or Local Authority Designated Officer).

C. How the school will respond.

- 1) If the concern is that a member of staff or volunteer has or may have;
 - **Behaved in a way that has harmed a child or may have harmed a child.**
 - **Possibly committed a criminal offence against or related to a child.**
 - **Behaved towards a child or children in a way that indicates that he or she may pose a risk of harm to children**
 - **Behaved or may have behaved in a way that indicates they may not be suitable to work with children.**

The Headteacher (or other as above) will contact the LADO following **ERSCP Guidance** and **Keeping Children Safe in Education Part 4 (Sept 2021)** to discuss how such allegations should be investigated.

If after consultation it is agreed that the above criteria may apply the appropriate Statutory Guidance will be followed.

- 2) If the concern does not match any of these criteria or, after consideration with the LADO or other appropriate agencies, it is agreed that the matter should be dealt with by internal processes the school will consult their Human Resources advisers to determine the most appropriate action in line with appropriate policies and the appropriate procedures.

- 3) If the concern is that the school has not followed appropriate Child Protection procedures or has not pressed other agencies where concerns about a child persists, the DSL should be approached by the member of staff to seek assurances that appropriate action will be taken.

D. If in either case the member still has concerns that a child or children are at risk or that appropriate procedures have not been followed the member of staff should contact the LADO or the Safeguarding & Partnership Hub or, in situations where children are thought to be in immediate danger or risk of harm, the police by contacting 999.

E. Confidentiality & Support

- 1) All concerns will be treated in strictest confidence by all concerned. The school will protect the identity of whistle-blowers as much as possible.
- 2) However particularly in the context of Child Protection and Safeguarding concerns it may be that an investigation process may reveal the source of the information.
- 3) All staff involved in any related investigations must maintain confidentiality during and after the conclusion.
- 4) The school will take steps to minimise any difficulties and provide appropriate support and advice to staff passing on concerns.
- 5) Depending on the nature of the concerns and the subsequent type of investigation the whistle-blower will be updated appropriately.
- 6) All involved will attempt to ensure that any allegation is dealt with fairly, quickly, proportionately and consistently in a way that provides effective protection for the child and at the same time supports the person who is subject to the allegation and the person bringing the concern to the attention of the school.

F. Contacts

Chair of Governors	Mrs Rose Tyler 01482 648082 (school) r.tyler@ebor.academy
Local Authority Designated Officer	01482 396999 LADO@eastriding.gov.uk
Safeguarding & Partnership Hub	01482 395500 safeguardingchildrenshub@eastriding.gov.uk
Education Safeguarding Manager (Sam Tomkins)	01482 392110 safeguardingineducation@eastriding.gov.uk