

Trinity Christian School Nursery, Primary & Secondary



TRINITY
CHRISTIAN SCHOOL

Whistleblowing Policy

SLT Review Date:	Nov 2023
To be reviewed by SLT:	Autumn 2025
Policy sent to Governors Date:	27/11/23

Whistleblowing Policy

This policy should be read in conjunction with the following documents:

- Safeguarding and Child Protection Policy
- Code of Conduct (Staff) Policy

IMPORTANT:

All instances of allegations being made against staff (that pass the Harms Test) must first be referred to the LADO before being investigated in school.

IMPORTANT:

The Whistle Blowing Policy details the process that must be followed by all staff in the event of an allegation being made against staff that satisfies the Harms Test.

The Key Principles of our Whistleblowing Policy are taken from the latest KCSIE document and are summarized as:

- ✓ Trinity is a school that values a culture of safety and of raising concerns
- ✓ The needs of the child will always supersede relationships with staff and parents.
- ✓ Staff are valued and their input into maintaining a safe environment for children is of paramount importance
- ✓ We are committed to training and raising awareness of potential safeguarding issues
- ✓ The DSL and Deputy DSL will work with a culture of “transparency” - and will always endeavor to keep staff informed
- ✓ The need to protect children from abuse is everyone’s responsibility

The needs of the child are paramount and “trumps” all other things - including the need to maintain personal relationships between DSL and staff. In effect, this means that staff at Trinity will use their Whistleblowing rights if they feel that safeguarding is not being treated effectively or seriously at school. Staff at Trinity are being negligent in their safeguarding duties if they fail to do so!

Staff should direct their “whistleblowing concerns” to:

- THE HUB - Tameside Safeguarding Children Partnership - 0161 342 4348
- Tameside Designated Officer (previously known as LADO) - Tania Brown 0161 342 4398

Introduction

The need to protect children from abuse is everyone’s responsibility.

- In the event of a concern or allegation of abuse/misconduct being raised against a member of staff the Headteacher (Christopher O’Gorman) or Assistant Head (Claire Bamford) must be informed immediately. The concern must immediately be reported to the Tameside Safeguarding Children Partnership on the same day that the concern was reported. Please see the Safeguarding Policy for full guidance in this
- In the event of a concern/allegation of abuse being raised against the Headteacher & DDSL (Christopher O’Gorman) or Assistant Head & DSL (Claire Bamford) the Chair of Governors (Gareth Cottrell) must be informed. The concern must be reported to Tameside Safeguarding Team on the same day that the concern was reported.
- In the event of a concern/allegation of abuse being made against the Chair of Governors (or another Governor) the Headteacher and DDSL ((Christopher O’Gorman) or Assistant Head & DSL (Claire Bamford)) must be informed. The concern must be reported to Tameside Safeguarding Team on the same day that the concern was reported.
- In the event of a concern/allegation of abuse being raised against any other person (including any staff member, parent, visitor, contractor, volunteer, governor, other worker, student etc) the DSL (Claire Bamford) or Deputy DSL (Christopher O’Gorman) must be informed.
- If staff feel they can’t raise the issue in school/college, or that their concern isn’t being addressed, they can use the NSPCC whistle-blowing helpline. This is available from 8am to 8pm Monday to Friday on **0800 028 0285** | help@nspcc.org.uk

Confidentiality.

From 1 October 2012, there are restrictions on the reporting or publishing of allegations against teachers, and so schools must make every effort to maintain confidentiality and guard against unwanted publicity. These restrictions apply up to the point where the accused person is charged with an offence, or the DfE / National College for Teaching and Leadership (NCTL) publish information about an investigation or decision in a disciplinary case.

DBS Referral.

Trinity Christian School is committed to report promptly to the DBS any person (whether employed, contracted, a volunteer or student), who were in regulated activity and, have had to be removed for causing harm or posing as a risk of harm to a child.

Ceasing to use a person’s services includes: dismissal; non-renewal of a fixed-term contract; no longer engaging/refusing to engage a supply teacher provided by an employment agency; terminating the placement of a student teacher or other trainee; no longer using staff employed by contractors; no longer using volunteers; resignation; and voluntary withdrawal from supply teaching, contract working, a course of initial teacher training, or volunteering. It is important that reports include as much evidence about the circumstances of the case as possible.

The DSL(s) should also consider making a referral to the NCTL where a teacher has been dismissed (or would have been dismissed had he/she not resigned) as a prohibition order may be appropriate. The reasons such an order would be considered are: ‘unacceptable professional conduct’, ‘conduct that may bring the profession into disrepute’ or a ‘conviction, at any time, for a relevant offence’.

Advice about whether an allegation against a teacher is sufficiently serious to refer to the NCTL can be found in *Teacher misconduct: the prohibition of teachers*. Further guidance is published on the NCTL website.

The NSPCC also offers a confidential Helpline service which staff can access should they feel they need advice before whistleblowing to The Tameside Safeguarding Team.

Staff at Trinity Christian school are being negligent in their professional duties if they fail to “whistle blow” in the event of a safeguarding issue being known.

Contact details:

NSPCC - 0207 825 2505

Tameside Safeguarding Team - 0161 342 4101