



## WHISTLE-BLOWING POLICY

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Whistle-blowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations. It also includes, specifically in relation to this workplace, Child Protection issues.

It is the policy of Wychwood, Oxford to follow the Guidelines below and those in the school's Safeguarding Policy in relation to Child Protection issues. **These guidelines will be brought to the attention of all members of staff and all Directors. They should also be read in conjunction with the Fraud Policy Statement.**

Adults working in a school are often the first to realise that someone's behaviour is causing, or is likely to cause, harm to a child or young person. Wychwood, Oxford is committed to safeguarding and promoting the welfare of every child, and expects the highest possible standards of openness.

Wychwood, Oxford recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisals from those responsible.

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Annex A*

KCSIE September 2021 allows any member of staff to make a report of concern about a child to the appropriate agency and requires that member of staff to inform the Head as the DSL whenever this is done.

Wychwood, Oxford will not tolerate harassment or victimisation and will take all possible measures to protect anyone who raises concerns in good faith.

All concerns will be treated in confidence and we will make every effort not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

If you voice suspicion in good faith but it is not confirmed by the investigation, no action will be taken against you.

If the investigation concludes that you have maliciously fabricated the allegations, disciplinary action may be taken against you.

The earlier a concern is reported, the easier it is to take action.

As a first step, concerns should normally be raised with the Head or your immediate manager. If your concerns relate to the Head, then you should raise your concerns with the Chair of Governors or the nominated governor. However, it is not essential that you

approach the head – you can approach your immediate line manager or any member of the Senior Leadership Team or the Board of Governors.

Concerns are better raised in writing. If you feel this is not possible you can telephone or meet the appropriate person.

Your report, written or verbal, should set out the background and history of the concern, giving names, dates and places where possible, and the reason why you are concerned about the situation.

Public Concern at Work – an independent charity – can give free confidential advice about how to raise a concern about malpractice at work (020 7404 6609) [www.pcaw.co.uk](http://www.pcaw.co.uk) .

NSPCC whistle-blowing helpline: 0800 028 0285 or [help@nspcc.org.uk](mailto:help@nspcc.org.uk) for staff who feel unable to raise concerns regarding child protection internally.