

**\*\*A copy of the policy is available from the website or school office\*\***

- \* Concealing information about any of these matters.
- \* Other unethical or improper conduct;
- \* known standards or your experience;
- \* anything that makes you feel uncomfortable in terms of sexual or physical abuse of staff, or pupils;
- \* possible fraud or corruption;
- \* the unauthorised use of public funds;
- \* damage to the environment;
- \* as other employees or children
- \* health & safety risks, including risks to the public as well
- \* disclosure related to miscarriages of justice;
- \* sex, race or disability discrimination;
- \* harassment;
- \* conduct which is an offence or a breach of the law;
- \* includes your concerns about: -
- \* corporate complaints procedure. Whistle-blowing therefore fall outside the scope of other procedures, including the
- \* The Whistle-blowing policy is intended to cover concerns that you have concerns about another adult or child.
- \* whistle-blowing procedures of our school and who to talk to if repercussions. It is important that you understand the
- \* their concerns, made in good faith, without fear of
- \* Whistle-blowing is the mechanism by which adults can voice report what may just be a suspicion.
- \* circumstances, it may be easier to ignore the concern rather than
- \* may also fear harassment or victimisation. In these
- \* However, you may feel that speaking up would be disloyal. You realise that there could be something seriously wrong.
- \* As a stakeholder of this School, you may be one of the first to

**Introduction:**

- \* Parents or carers involved should be informed as soon as possible.
  - \* They should be kept informed of progress.
  - \* If the child may have suffered significant harm, or there may be a criminal prosecution, consideration must be given to support for the child.
  - \* School should keep the person subject to the allegation informed of progress and consider what other support is available.
  - \* **Resignations and compromise agreements:**
  - \* A resignation must not prevent an allegation being followed up.
  - \* Conclusions must be reached in all cases of allegation.
  - \* Person should be given opportunity to answer allegation and make representations.
- Support:**
- \* Safeguarding Agency for consideration including the person on the ISA list or by the General Teaching Council.
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- An allegation could result in:**
- \* A police investigation of a possible criminal offence.
  - \* Enquiries and assessment by children's social care about whether a child is in need of protection or other services.
  - \* Consideration by the school of disciplinary action.
  - \* Some cases will need to be reported to the Independent Safeguarding Agency for consideration including the person on the ISA list or by the General Teaching Council.
  - \* Parents or carers involved should be informed as soon as possible.
  - \* They should be kept informed of progress.
  - \* If the child may have suffered significant harm, or there may be a criminal prosecution, consideration must be given to support for the child.
  - \* School should keep the person subject to the allegation informed of progress and consider what other support is available.
  - \* **Resignations and compromise agreements:**
  - \* A resignation must not prevent an allegation being followed up.
  - \* Conclusions must be reached in all cases of allegation.
  - \* Person should be given opportunity to answer allegation and make representations.
- Staff/Stakeholders are encouraged to:**
- \* Voice concerns, suspicions or uneasiness as soon as possible;
  - \* Self-report if they think their behaviour may have been misinterpreted;
  - \* Pinpoint what is concerning them and why;
  - \* Don't think "What if I'm wrong?" think "What if I'm right?"
  - \* Seek support, guidance and advice without delay.
  - \* **An allegation could result in:**
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**Record keeping must:**

- \* Include a clear, comprehensive summary of the allegation
- \* Detail how the allegation was followed up.
- \* Note any action taken and decisions reached.
- \* Be placed on person's confidential personnel file.
- \* Be copied to the person concerned.
- \* Be retained at least until retirement or 10 years from allegation if that is longer.

**Learning lessons**

At the conclusion of a case in which an allegation is substantiated the employer should review the circumstances of the case to determine whether there are any improvements to be made to the school procedures or practices to help prevent similar events in the future.

**If you have concerns, please report them to Mrs Sarah Bocking, Head Teacher or, in her absence, please ask the office to contact her.**

**If your concerns are relating to the conduct of the Head Teacher, or you are unable to contact her, you should raise them with Mr John Ward our Chair of Governors.**

**Contact details:**

**Sarah Bocking, Head Teacher**  
**01485 518344 (Docking) 01485 570997 (Sedgeford) or 01485 210246 (Brancaster)**  
**Email address: [head@thestmaryfed.norfolk.sch.uk](mailto:head@thestmaryfed.norfolk.sch.uk)**

**Mr John Ward, Chair of Governors**  
**01485 570504 or 07545377507**  
**Email address: [jands@wychwood7.co.uk](mailto:jands@wychwood7.co.uk)**  
**[chairofgov@thestmaryfed.norfolk.sch.uk](mailto:chairofgov@thestmaryfed.norfolk.sch.uk)**

**One of the above mentioned will then report the problem to the appropriate offices.**



**WHISTLEBLOWING INFORMATION**



Docking C of E Primary School & Nursery  
Chequers Street  
Docking  
King's Lynn  
Norfolk  
PE31 8LH  
01485 518344

