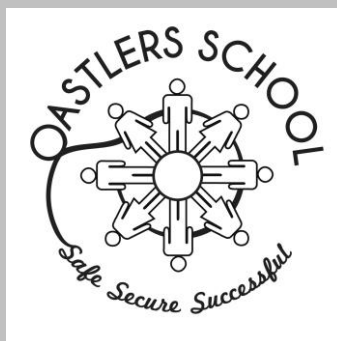


Raising Concerns Policy (Whistle Blowing)



Oastlers Policy

Approved by Governing Body On	1 September 2017
To be Reviewed On	September 2019
Signed on Behalf of the Governing Body	Sue Mawson

RAISING CONCERNS (Whistle Blowing) POLICY

OVERVIEW

In this school the health, safety and protection of our learners and all who come here is given the highest priority. We have a comprehensive range of policies and procedures in place to ensure that our work is of the highest standard. We have in place very good lines of communication through which concerns may be channelled and all staff and volunteers should use these in all but exceptional circumstances. All staff and volunteers should feel able to raise concerns about any poor or unsafe practice with regard to learners that they find. Where a member of staff or volunteer has a concern that they believe will not be dealt with using the normal procedures they must raise it in line with the guidance given in this policy. Any concern raised will be treated seriously and it will be investigated in a timely manner.

OBJECTIVES

1. To ensure that every member of staff and volunteer in the school has the opportunity to raise a serious concern when they feel that normal channels of communication are not appropriate.
2. To set out appropriate strategies for raising any such concern.
3. To ensure that concerns are dealt with in a timely and appropriate manner.

STRATEGIES

1. The member of staff or volunteer with the concern should act without delay and notify the appropriate person at the earliest opportunity.
2. In the first instance any concern should be drawn to the attention of the line manager of the member of staff or volunteer or a member of the Senior Leadership Team.
3. If the member of staff or volunteer feels that it is more appropriate to go directly to the Head Teacher with their concern, they must do so.
4. If the matter of concern relates to the professional role of the Head Teacher the member of staff or volunteer should go to the Deputy Head Teacher or another member of the Leadership Team.
5. Where the member of staff or volunteer is uncomfortable about approaching the Head Teacher or other appropriate member of the school staff they should contact the Chair of the Governing Body, Mrs Susan Mawson or the Public Concern at Work Whistle Blowing Line **(020 7404 6609)** or the Ofsted Whistle Blowing Line **(0300 123 3155)**

Outcomes

The whistle blower will be taken seriously. Any concern raised in accordance with this policy will be followed up and investigated in a timely manner. Where the concern is upheld it will be dealt with quickly and efficiently and appropriate action will be taken to resolve it.