



# Christ Church

## Church of England Primary School

Being Thankful, Celebration, Fairness, Forgiveness, Honesty, Love for All

### **WHISTLEBLOWING POLICY**

#### **Our Vision**

**Successful and outstanding in all we do.**

***"I can do all things through Christ who strengthens me." Phil 4:13***

Our mission statement is:

**Have Faith, Take Responsibility, Show Respect and Achieve.**

- Have Faith – to believe in yourself, if you have a religion, strengthen your own faith
- Take Responsibility – for yourself, your actions, the environment
- Show Respect – towards everyone
- Achieve – work hard, persevere, be resilient and strive to be the best you can be

The ethos of our school is embedded in our Christian values:

Honesty, Forgiveness, Love for all, Celebration, Fairness' Being Thankful, Ambition and Resilience

*"Whoever walks in integrity walks securely, but whoever takes crooked paths will be found out."  
Proverbs 10:9*

**This school is committed to safeguarding and promoting the welfare of children and this policy supports this commitment.**

*Policy approved: November 2010 (Reviewed FC 20.10.11) Review Date: October 2023  
Reviewed by Policy Committee 21.10.14, Autumn 2017, October 2019*

## **Embedding Pupil Safeguarding Awareness in the Curriculum**

All teachers incorporate elements of safeguarding into their lessons where appropriate.

This involves:

- Informal conversations;
- Teacher/pupil discussions;
- Briefings for outings and trips (road safety/stranger danger etc) ;
- The implementing of our e-Safety Policy regarding ICT usage;
- An awareness of any potential hazards in lessons – identifying risks and dangers.

Safeguarding is also about pupils' emotional well-being. Teachers encourage pupils to speak out if there is something worrying them, or if they are aware of, or witness something unacceptable, untoward or disturbing. Teachers promote tolerance and respect for each other and acceptance of individual differences. Teachers help pupils develop confidence and resilience and discuss what to do if things go wrong. They are approachable and show their willingness to help pupils at all times.

## **British Values**

At Christ Church C of E Primary School we promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

This includes:

- paired and group work as sharing and working together
- making choices with an understanding that the freedom to choose and have other views is respected and tolerated
- debating social issues with an understanding of how people can influence decision-making through the democratic process
- an appreciation that school rules protect individual children and is essential for their wellbeing and safety
- an acceptance that other people having different faiths or beliefs to oneself (or having none) are accepted and tolerated without discrimination through school council elections, persuasive writing, and by promoting our Christian school values and Fruits of the Spirit as guidelines for behaviour choices.

The Governing Body has developed this policy to support staff in their role, whether they are directly employed by the school or local authority or working on our behalf for a partner company or agency.

### **What is Whistleblowing?**

Someone “blows the whistle” when they tell someone in authority about a dangerous or illegal activity that they are aware of through their work. This can include health and safety risks, environmental issues, fraud, poor standards of care and other problems. Often it is only through whistle blowing that information comes to light.

### **Who can use the whistleblowing procedure?**

- All school staff, whether full time or part time, permanent or temporary;
- All staff working in school (including professional colleagues, volunteers and students);
- Contractors working for the school on the premises e.g. agency staff, builders or maintenance contractors;
- External contractors and those providing services under a contract with the school.

### **When should I raise a concern?**

If you find out about activities that harm pupils, colleagues or associate staff. These may include:

- Illegal activities
- Miscarriages of justice
- Risks to health and safety
- Damage to the environment
- Misuse of public funds
- Fraud and corruption
- Abuse of clients
- Other wrongdoing, (including attempts to cover up wrongdoing)

### **Who do I tell?**

#### **If you are a staff member:**

You should approach the Headteacher. But if you feel unable to do so or you are concerned about something serious, you can approach the Chair of Governors. You can raise a concern by talking to someone or writing to them. If, when these internal procedures are exhausted, you remain dissatisfied, or reasonably believe that you would be victimised if you raise the matter internally, you may raise the matter with an appropriate external body, for example, the Health and Safety Executive or Director of Education Services at the Local Authority (Achieving for Children). Before taking this final course of action the worker should consider discussing the matter with an independent third party, e.g. a legal advisor, trade union representative or the Citizens

Advice Bureau. Any individual making such a disclosure must notify the Chair of Governors that they have taken such action.

**If you work for an agency or are a temporary worker:**

You should raise any concerns with your line manager and/or School Senior Management Team. But if you feel unable to do so or you are concerned about something serious, you should approach the Headteacher. Again, if you feel unable to do so, you can approach the Chair of Governors. You can raise a concern by talking to someone or writing to them.

**If you work for a company that has a contract with the school:**

You should raise any concerns with the Headteacher. But if you feel unable to do so or you are concerned about something serious, you may approach the Chair of Governors. You can raise a concern by talking to someone or by writing to them.

**What happens next?**

We will look into your concern to see what should happen. This may involve:

- An internal investigation
- An external auditor
- An independent inquiry
- The police

If you have approached the Headteacher, she will respond within 5 working days to tell you what is happening as a result of your action.

If you approach the Chair of Governors he will normally write to you within 10 working days of receiving your concerns. He will list them and tell you what is happening as a result of your action.

You will be advised where to get support if you need it.

**If you work for a company that has a contract with the school:**

You should raise any concerns with the Headteacher or Chair of Governors.

**Will I get into trouble? And will anyone find out that I have 'blown the whistle'?**

The Governing Body will not allow the harassment or victimisation of anyone who raises a genuine concern. Harassment may result in disciplinary action.

But there may be a situation where you want to pass on your concern and not let anyone else know that you have. If it's not possible to resolve the problem without telling someone else who you are, we will always talk to you first.

**Contact Details:**

**Headteacher:** Miss Tracey Coton, Christ Church CE Primary School, Pine Gardens, Surbiton, KT5 8LJ, Tel: 020 8399 8166, Email: [tracey.coton@ccp.rbksch.org](mailto:tracey.coton@ccp.rbksch.org)

**Chair of the Governing Body:** Mr Chris Newport, 101 Chiltern Drive, Surbiton, KT5 8LR, Tel: 020 399 4435, Email: [cn003h7446@blueyonder.co.uk](mailto:cn003h7446@blueyonder.co.uk)