

Safeguarding 7 minute briefing: Whistleblowing

- The whistleblowing policies and procedures can be found in your staffroom or on your school website.

Don't think what if I'm wrong- think what if I'm right

Reasons for whistle blowing: *Each individual has a responsibility for raising concerns about unacceptable practice or behaviour *To prevent the problem worsening or widening *To protect or reduce risks to others *To prevent becoming implicated yourself

What stops people from whistle blowing: *Starting a chain of events which spirals *Disrupting the work or project *Fear of getting it wrong *Fear of repercussions or damaging careers *Fear of not being believed.

How to raise a concern cont.....

*Make sure you get a satisfactory response –don't let matters rest. *You should then put your concerns in writing, outlining the background and history, giving names, dates and places where you can. *A member of staff is not expected to prove the truth of an allegation but will need to demonstrate sufficient grounds for the concern.

How to raise a concern

*You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the sooner action can be taken. *Try to pinpoint exactly what practice is concerning you and why. *Follow the 'what to do to make a disclosure' guidance in your policy. The Rainbow Multi Academy Trust has a whistleblowing policy for both child protection and financial malpractice.



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What is whistleblowing?

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within their organisation, which is in the public interest. Raising a concern is known as "blowing the whistle" and is a vital process for identifying risks to people's safety.

What the law says about whistleblowing

If you disclose information about wrongdoing, the law protects you from being treated unfairly or losing your job. A disclosure qualifies for protection if you are a worker and you disclose something about an organisation. A disclosure must be about something that affects the general public.

What the law says about whistleblowing

Every school should have a school whistleblowing policy that protects staff members who report colleagues they believe are doing something wrong or illegal, or who are neglecting their duties.

Complaints that don't count as whistleblowing: Personal grievances (eg bullying, harassment, discrimination) aren't covered by whistleblowing law, unless your particular case is in the public interest.

What should staff do if they have concerns?

Sharing information or talking through a concern can be the first step to helping an organisation identify problems and improve their practices. Where staff have a concern they should aim to report it internally first before using an external 'prescribed person or body'. Making a report to an external person should only be undertaken where the staff member thinks the school will cover it up, would treat them unfairly if they complained or have raised the matter before, but the concern hasn't been dealt with.