



## 7b – Whistleblowing

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|-----------------------|---|
| 1. Statutory Policies | <b>Part 2</b>                                     |
| ISI                   | Part 3: Welfare, Health and Safety - Safeguarding |
| Author Led            | Headmaster & DSL                                  |
| Date of Review        | April 2025  |
| Next Review           | March 2026  |
| Comment               | Annual Review                                     |
| Website               | Yes   |

## **Whistle-blowing Policy 2025 - 2026**

Related Policies:

BISC Safeguarding and Child Protection Policy

BISC Staff Code of Conduct Policy

### **1. Purpose:**

The following are critical in our school:

- Safety of students and staff.
- Raising concerns where they are observed.
- Reflective practice - this means thinking deliberately about everything we do.

### **2. Definition:**

Whistleblowing is the mechanism by which staff can voice their concerns, made in good faith, without fear of repercussion.

If a member of staff uses the Whistle-Blowing Procedure, he/she should be confident that his/her employment rights are protected.

Staff should report to the Headteacher any behaviour by colleagues that raises concern, regardless of source of information. If the complaint involves the Headmaster then this must be raised directly with the Chair of the Board.

### **3. Sharing and Recording Incidents**

Staff should be aware of the school's Safeguarding and Child Protection Policy, including procedures for dealing with allegations against adults. All allegations must be taken seriously and properly investigated in accordance with school procedures.

Staff should always feel able to discuss with their line manager/member of the Safeguarding Team (DSL/DDSLs) any difficulties or problems that may affect their relationships with pupils so that appropriate support can be provided, or action taken.

The School will maintain full and accurate records wherever concerns are raised about the conduct or actions of adults working with or on behalf of students.