



Whistleblowing Policy

Approved by:	PBurley	Date: 06/10/2019
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1. Aims

Leamington LAMP 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. The LAMP whistleblowing policy has a key role to play in safeguarding children.

Working Together to Safeguard Children (2015) Chapter 2, paragraph 4 says that organisations should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children, including:

‘clear whistleblowing procedures, which reflect the principles in Sir Robert Francis’s Freedom to Speak Up review and are suitably referenced in staff training and codes of conduct, and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed’

2. What is whistleblowing?

Whistleblowing is when a worker reports suspected wrongdoing at work. Wrongdoing covered by this ‘public interest disclosure’ includes:

- someone’s health and safety is in danger;
- damage to the environment;
- a criminal offence;
- not obeying the law;
- covering up wrongdoing;
- misusing public funds;
- actions that negatively affect the welfare of children;

3. Where to go for help

Where staff have concerns they should aim to report it internally first before using an external ‘prescribed person or body’. Making a report to an external person may only be undertaken where the staff member thinks the education centre 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.

We have identified staff members to receive concerns of this kind; staff should also identify the local authority contact person.

Staff members with concerns should follow these steps:

- Line Manager
- Specified person (Pip Burley, Director)
- Local Authority
- Union or Professional Association

Alternatively contact the whistleblowing charity, 'Public Concern At Work' www.pcaw.org.uk

General guidance can be found online at: Advice on whistleblowing.

The NSPCC whistleblowing helpline is also available as an alternative route for staff who do not feel able to raise concerns regarding child protection failures internally or have concerns about the way a concern is being handled by their school or college.

Staff can call 0800 028 0285 (line is available from 8:00 AM to 8:00 PM, Monday to Friday)

email: help@nspcc.org.uk

4. Procedure

If any staff member at LAMP feel that any wrong-doing, as defined in this policy, has or is taking place, they should consult the appropriate internal staff member as outlined in this policy. If they are not satisfied with the outcome of this, which will be communicated via their line manager within 30 days, they should speak to the local authority about their concern.

5. Further Information

Freedom to Speak Up Report:

freedomtospeakup.org.uk

Whistleblowing procedure for maintained schools

www.gov.uk/whistleblowing-procedure-for-maintained-schools

Whistleblowing

www.gov.uk/whistleblowing

Whistleblowing to Ofsted about safeguarding in local authority children's services

(April 2014) www.safeguardingschools.co.uk/ofstedwhistleblowing

Whistleblowing Reports to the PCAW in
2013 www.safeguardingschools.co.uk/pkaw2013

6. Link to other policies;

- Child Protection & Safeguarding
- Staff code of conduct