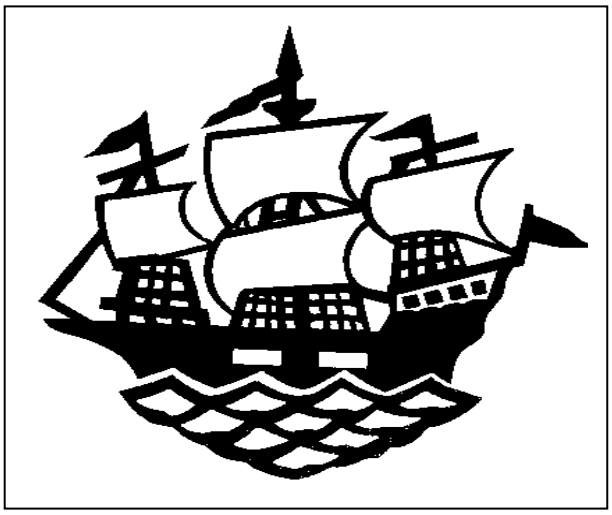
MAYFLOWER PRIMARY SCHOOL



WHISTLE-BLOWING PROCEDURES

2024/2025

All schools should have checks and balances that can be utilised if systems, processes, or employees are not fulfilling their obligations. Part of this is to ensure that staff have the right to raise legitimate concerns if not enough is being done to keep a child safe. The following procedure is contained as an appendix to the Safeguarding and Child Protection Policy 2024-2025.

Policy Date:	July 2016		**Version:** 7		
Policy Review Date:	September 2024		Head Teacher: Luke Whitney		Insert Date
Ratified by Governing Body: 09.11.22 (see minutes from meeting on 21.09.22)					
Mr. K. Bhogaita (Chair of Governors)			Insert Signature		

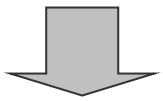
APPENDIX 8 – Whistleblowing Procedure

Stage 1- Making a disclosure

Approach your Manager, Headteacher, designated person for Child Protection or the Local Authority Investigations Team and share your concerns. You can do this verbally or in writing.

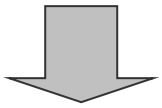
You may be asked to consider making a written or verbal statement. In such cases, a brief summary of the interview will be made and agreed by both parties.

Please see the Whistleblowing Policy for details of further contacts should you feel unable to discuss your concerns with the above parties (or feel that the response from these parties is insufficient)



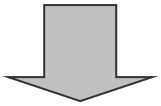
Stage 2 – Initial Response to the Disclosure

Consideration will be given as to what action will be taken as a result of the disclosure. You will be notified of the intended response and the reasons for it.



Stage 3 – Launch a Management Investigation

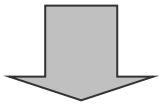
Where a Management Investigation is deemed necessary, a senior manager will be appointed as an investigating officer.



Stage 4 – Deciding whether further action is necessary

On the strength of the information provided by the investigation, further action may be necessary:

- If there is a case to be answered by any individual, the recognised procedure will be followed;
- Where there is no case to answer, but the concern was raised in good faith and in accordance with the Whistleblowing policy, the school will ensure as far as is reasonably practicable that you suffer no reprisals or victimisation;
- Where it is established that the allegations were malicious/vexatious or you have not acted in accordance with the Whistleblowing policy, disciplinary action may be taken.



Stage 5 - Confirmation of the Outcome

You will be informed of the outcome of the investigation and any appropriate action taken to resolve the matter, subject to any confidentiality clause and/or legal constraints. If you are dissatisfied with this response you may take the matter further with the prescribed persons or organisations identified in the Whistleblowing Policy.