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Whistleblowing Policy

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What is Whistleblowing?

Whistleblowing is disclosure of information which relates to suspected wrongdoing or dangers at work, as defined by the Public Interest Disclosure Act 1998 (the “Act”). The Act specifies that any disclosure of information, which in the reasonable belief of the worker making the disclosure, tends to show one or more of the undernoted, is a protected disclosure under the Act:

* criminal activity;
* miscarriages of justice;
* danger to health and safety;
* damage to the environment;
* failure to comply with any legal obligation;
* the deliberate concealment of any of the above matters.

A whistle-blower is a person who raises a genuine concern relating to any of the above.

All staff that work at Willow park school are a person in a position of trust. A person in a Position of Trust (PoT) is any adult who works with children. This includes paid staff and volunteers.

You will need to refer to the Local Authority Designated Officer (LADO) if you think someone in a PoT has:

* behaved in a way that has/may have harmed a child
* committed a criminal offence against or related to a child; or
* behaved in a way that indicates they may be at risk of harming a child

Raising a concern

We hope that in many cases, you will be able to raise your concerns with your line manager. You may tell them in person or put the matter in writing if you prefer. They may be able to agree a way of resolving your concern quickly and effectively. In some cases they may refer the matter to the Whistleblowing Officer. The whistleblowing officer is Kimberley Preston.

However, where the matter is more serious or you feel that your line manager has not addressed your concern, or you would prefer not to raise it with them for any reason, you should contact LADO by completing a Position of trust MARF form and emailing the form to [lado@warwickshire.gov.uk](mailto:lado@warwickshire.gov.uk)

It may also be necessary for a report to be made to the DBS vetting service if necessary. Relevant forms and procedures for reporting can be found here:

DBS barring referral form - GOV.UK (www.gov.uk)