

The New School at west Heath

Whistle Blowing Policy

Introduction

Our school is affiliated to the Kent Child Protection Committee and complies with the exacting practices and procedures designed to ensure that children and young people remain free of harm. It also protects them from abuses of power and authority by the staff who work with them. As such, all staff have a duty to and must report any matter where the rights, safety or well being of any student may be compromised.

We also have a clear and simple policy regarding staff who may have concerns about the practices of their colleagues, whether or not a Child Protection matter is involved. The policy is set in the context of a working culture which encourages personal and professional development through questioning practices that are not clearly understood. Staff meetings, line management meetings, supervision sessions, Work Review meetings and other formal and informal meetings between staff and their line managers represent fora in which such discussions can take place. All questions, comments and observations regarding staff practice are taken with positive intent.

Strategies

If for any reason an individual member of staff feels unable to raise such questions at a formal meeting, they should approach a senior member of staff with whom they feel most comfortable. Subsequently, they may raise their concerns which will be discussed sensitively and resolved accordingly. No practice in this regard will compromise the policy and guidance featured in our Child Protection and Staff Disciplinary and Grievance Policies and Procedures.

In exceptional circumstances, if individual staff feel unable to use any of the above courses of action, they may contact our Principal in the first instance. Should this not be possible, they may contact the Chairman of our Student Services Committee, (Mary Corbett) or, our Link Student Services Committee member for Child Protection issues (Margaret Vinson) for necessary advice and guidance. Ultimately, if dissatisfied with the response from any of these courses of action, the member of staff concerned may pursue our complaints and representations procedure, contacting our Chairman of trustees accordingly (see complaints and representations policy).

As a last resort, staff may contact our local Social Services Office (see Child Protection Procedure) or our link National Care Standards Commission Inspector (01622 724950)

Whistle Blowing**This Policy should be read in conjunction with the following policies:**

Ethics

Appendices:**Monitoring of Policy Implementation is the responsibility of:**

The Senior Leadership Team

Lead responsibility:

Vice Principal - Residential

Relevant Legislation:

To be detailed in the next release

Annual Policy Review Required:

Yes / No

Approved by: S.S. Committee**Date approved:** 21/01/04**Ratified by:** Trustees**Date ratified:** 11/2004**Reviewed – no changes****Date:****Reviewed – with revisions****Date:****Revision No.**

1.0