

# LVS ASCOT

## WHISTLEBLOWING POLICY

All staff at LVS Ascot must feel that they are in a safe and supportive environment. This must include the ability to raise concerns about events, and incidents that make staff feel uncomfortable and may well be inappropriate.

You may be the first to recognise that something is wrong but may not feel able to express your concern out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young people who are targeted. These children need someone like you to safeguard their welfare.

Don't think what if I am wrong — think what if I am right.

### **Reasons for whistleblowing:**

Each individual has a responsibility for raising concerns about unacceptable practice or behaviour

- To prevent the problem worsening or widening
- To protect or reduce risks to others
- To prevent becoming implicated yourself

### **What stops people from whistleblowing?**

- Starting a chain of events which spirals
- Disrupting the work or project
- Fear of getting it wrong
- Fear of repercussions or damaging careers
- Fear of not being believed

### **How to raise a concern**

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner it is possible for action to be taken
- Try to pinpoint what practice is concerning you and why
- Approach someone you trust and who you believe will respond, if in doubt contact a member of SMT
- Make sure you get a satisfactory response — don't let matters rest
- Put your concerns in writing
- Discuss your concerns with the SMT where appropriate, if it is the Head you are concerned about speak directly to the Director of Education
- A member of staff is not expected to prove the truth of an allegation but you will need to demonstrate sufficient grounds for the concern

**Reviewed: January 2012**

**Reviewer: Christine Cunniffe; Helen Donnelly**

**This policy must be reviewed no later than: January 2013**