

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	February 2019	Review date:	February 2022
Policy Owner:	CEO	Page: 1 of 7			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>

Safeguarding Whistle Blowing Policy

Introduction

Improving the way in which people and organisations safeguard and promote the welfare of children is crucial to improving outcomes for children and young people and key local organisations named under section 11 of the Children Act 2004, have a duty to demonstrate that they have effective arrangements in place within their organisation to safeguard and promote the welfare of children. Governing Bodies of Maintained schools have a similar duty under section 175 of the 2002 Education Act, and Independent Schools, Academies and the Further Education Sector under Section 157 of the same Act. These key bodies have to demonstrate that they have an effective whistle blowing process in place and that their workforce is aware of this process. This document therefore aims to offer a standard policy template for adoption by organisations that:

- Have a whistle blowing policy in place but it makes little or no specific reference to the safeguarding of children and young people;
- Do not have an existing whistle-blowing policy in place within their organisation and are required under section 11 processes to have one; and
- Organisations where there is not a section 11 requirement, but who wish to promote good practice within their organisations.

Policy Statement

Staffordshire Safeguarding Children Board (SSCB) and Stoke-on-Trent Safeguarding Children Board (SCB) expect **all staff and employees including adults working with children and young people, temporary staff, volunteers, students, contractors or external partner agencies**, to express any concerns that they may have with regards to the conduct of any individual(s). The term 'staff' will hereafter include all of the wider workforce, as stated above.

In line with the expectations of both Boards, SUAT is committed to the highest standards of openness, integrity and accountability. All persons working for, or with this organisation, must feel safe and supported in order to express their concerns.

This policy document is intended to encourage and enable our staff to raise their concerns and to do so without fear of victimisation or discrimination. It does not replace the Complaints Procedure or the Trust's Safeguarding Policy or the organisation's standard procedures for reporting allegations or concerns about staff or volunteers. It is supplementary to the organisation's Whistle Blowing Policy in regards to other forms of malpractice covered under the 'Public Interest Disclosure Act'

The Public Interest Disclosure Act (PIDA) 1998 protects the public interest by providing a remedy for individuals who suffer workplace reprisal for raising a genuine concern, whether it is a concern about child safeguarding and welfare systems, financial malpractice, danger, illegality, or other wrongdoing. The concern may relate to something that is happening or has happened in the past. The PIDA covers all workers, including temporary agency staff. It does not cover the self-employed or volunteers. The Act also provides protection should individuals have difficulty gaining a reference from an employer because they have raised a concern. It makes it clear that any clause in a contract that purports to gag an individual from raising a concern that would be protected under the Act is void.

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	February 2019	Review date:	February 2022
Policy Owner:	CEO	Page: 2 of 7			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

Aims

This policy aims to:

- Encourage adults working for or within SUAT to feel confident in raising concerns;
- Provide a process by which concerns can be raised and dealt with;
- Receive feedback on the process (where appropriate); and
- Provide a means by which staff can receive support where concerns have been raised.

What does the safeguarding whistle blowing policy cover?

This policy is designed to cover concerns that staff have about the conduct of individuals in a position of trust within SUAT, which could be detrimental to the safety or wellbeing of young people and where staff, for whatever reason, **feel unable** to raise them under SUAT's standard child protection procedures around dealing with such allegations. It would include issues about:

- Unprofessional behaviour
- Bullying by staff
- Any form of abuse (physical, sexual, emotional or neglect)
- Name calling
- Personal contact with children and young people which is contrary to the Trust's policies and codes of conduct
- Any form of racial abuse
- Inappropriate sexualised behaviour
- Knowledge about an individual's personal circumstances which may indicate they could be a risk to children or unsuitable to work with children

Please be mindful that these are examples of concerns, and are not exhaustive.

Safeguarding against harassment or victimisation

SUAT is committed to professional standards and to supporting staff. It is recognised that the decision to report a concern is a difficult one to make. Harassment or victimisation will not be tolerated and the Trust Board will take appropriate action in order to protect the person raising the concern when they are acting in good faith.

Confidentiality

All concerns will be treated in confidence, however, there may be a need for the whistle blower to give evidence e.g. if they have witnessed a crime or in regard to disciplinary procedures if this is the outcome.

Anonymous allegations

This policy encourages staff to raise concerns to be identified in doing so as part of their professional role/responsibility. However, anonymous allegations will be investigated as thoroughly as possible.

False allegations

If staff raise a concern in good faith which is not confirmed by an investigation, no action will be taken. However, **if a concern is raised maliciously, disciplinary action may be taken.**

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	February 2019	Review date:	February 2022
Policy Owner:	CEO	Page: 3 of 7			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

How to raise a concern

Staff should normally raise their concerns with a designated manager under the academy's standard procedures for dealing with allegations about a person in a position of trust. If the Designated Person is the subject of concern the matter should be referred to a more senior member of management or, if this is not possible, the Whistle Blowing Policy can be implemented. Under standard procedures, if there are concerns that an adult working with children may have abused a child, or be unsuitable to work with children and young people, concerns will be passed to the Local Authority Designated Officer (LADO) by the manager.

In certain circumstances, staff may feel they are unable to follow the organisation's standard procedures e.g. because they feel their position in the organisation would be in jeopardy, they would be subject to intimidation, or that the person of concern is the designated manager to whom they should report such matters and there is no one senior to refer to. They should then follow the Whistle Blowing Policy by contacting a nominated person (the 'responsible person') within the organisation or an umbrella organisation to which the organisation is affiliated:

The Designated Safeguarding Leads in our Academies are listed in each academy's individual Safeguarding Policy.

The Deputy Designated Safeguarding Leads in our Academies are listed in each academy's individual Safeguarding Policy.

The Chief Executive is:

Keith Hollins

The Nominated member of the Trust Board for Safeguarding is:

Mary Walker

The Chair of the Trust Board is:

Mary Walker

The Chairs of the Local Academy Councils are:

Boney Hay Primary Academy	Shelley Checkley
John Wheeldon Primary Academy	Lesley Rollason
Littleton Green Community School	David Williams
Moorgate Primary Academy	Clare Keast
Perton Primary Academy	Rachel Bailye
Staffordshire University Academy	Heather Holyhead
St Edward's CE Academy Cheddleton	Sam Ashley
Tynsel Parkes Primary Academy	John Davey
Saints Federation	Julie Cox
Charnwood Primary Academy	Jane Meade
St Luke's CE Primary Academy	Jane Cox
Horton St Michael's CE First School	Helen Stead

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	February 2019	Review date:	February 2022
Policy Owner:	CEO	Page: 4 of 7			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

The Nominated member of the Local Academy Council for Safeguarding is listed in each academy's individual Safeguarding Policy.

The Policy may also be used in circumstances when the matter has been raised under appropriate organisation procedures for referring child protection concerns, but the referrer considers that the manager has not taken the concerns seriously or acted appropriately with relation to them. In such circumstances, referrers are encouraged to contact the Chief Executive Officer of SUAT on 01782 987120 or by email at khollins@suatrust.co.uk or a LADO directly for discussion and advice. The LADO contact details are listed at the end of the policy.

When following the Whistle-blowing Policy, concerns may be shared verbally, but should also be recorded in writing (Safeguarding Whistle Blowing report form – Appendix A).

Staff may wish to invite their trade union representative to be present during any subsequent interviews.

How SUAT will respond:

Any concern regarding child protection will be referred to external agencies for investigation (children's services, police, LADO).

If the concern is not of this nature there will be:

- Investigation by management in that Academy
- Disciplinary process, if appropriate, overseen by the Local Academy Council
- Consideration of policies, processes and procedures if such issues arise from the investigation, overseen by the Trust Board and the Chief Executive Officer

Within 10 working days of a concern being raised the referrer will receive a written response from the responsible person, in that Academy, which will:

- Acknowledge that the concern has been received;
- Supply information on relevant support mechanisms
- Advise whether further investigations will take place; or
- Advise that no further action has taken place and why.

If it is felt that it would be unsafe for any reason to share concerns with the named person from your organisation the following are appropriate contacts with whom to discuss your concerns:

Further advice on Safeguarding matters can also be obtained from:

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	February 2019	Review date:	February 2022
Policy Owner:	CEO	Page: 5 of 7			
Audience:	Trustees <input checked="" type="checkbox"/> Parents <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	

Local Contacts

- Staffordshire Children's Social Care Services: First Response Service in Multi Agency Safeguarding Hub (M.A.S.H.) 0800 1313 126. Email frist@staffordshire.gov.uk
- Emergency Duty Services (out of hours safeguarding concerns) 0845 604 2886 or email eds.team.manager@staffordshire.gov.uk
- Staffordshire Police M.A.S.H. can be contacted on 101. In the event of an emergency please dial 999
- Stoke-on-Trent Children's Services: Advice and Referral Team (ART) 01782 235100
Emergency Duty Team: 01782 234234 (outside office hours, weekends and bank holidays)
Minicom: 01782 236037
- School Guidance around Asylum Seekers – Sam Hubzer (Central Throughcare Team) Tel: 01785 854906 Solihullsafeguardingteam@homeoffice.gsi.gov.uk
- Staffordshire Police Force coordinator : Mark Hardern
Tel: 07539 3636299 Email: mark.hardern@staffordshire.pnn.police.uk
- Staffordshire Police Prevent Team 01785 232054, 01785 233109 or email prevent@staffordshire.pnn.police.uk
- Staffordshire County Council's Education Safeguarding Advice Service
01785 895836 e-mail : esas@staffordshire.gov.uk
- LADO Staffordshire (01785) 278958 or mobile: 07580805368
- DoLS Team – Deprivation of Liberty Safeguards is the name for the process by which someone who does not have the mental capacity to agree to arrangements for their accommodation, treatment and care
Tel: 01785 895665 Email: deprivationofliberty@staffordshire.gov.uk

Local Advice

- Entrust Learning Technologies ICT/Computing/E-safety Teacher Consultants 0300 111 8030
- Families First Local Support team (Staffordshire) email families.first@staffordshire.gov.uk
- Fostering Service (Staffordshire) 0800 169 2061 email fostering&adoptionbus@staffordshire.gov.uk Out of Hours: Emergency Duty Service 01785 354030
- Staffordshire Safeguarding Children Board 01785 277151 sscb.admin@staffordshire.gov.uk
- Entrust HR Services (subscription basis) 01785 278961
- Fostering Service (Stoke-on-Trent) 01782 234555 Email: fostering@stoke.gov.uk
- Stoke-on-Trent Family Information Service Hub (F.I.S.H) 01782 232200 email fish@stoke.gov.uk

Other support

Recognised trade unions or professional associations can provide support and assistance or independent, external advice this can be obtained from the charity Public Concern at Work.

Regulatory bodies such as Ofsted also have 'whistle blowing' hotlines. Ofsted's whistle blowing hotline is: 0300 123 3155. The email address is whistleblowing@ofsted.gov.uk.

Public Concern at Work

Helpline: 020 7404 6609

E-mail: helpline@pcaw.co.uk

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	February 2019	Review date:	February 2022
Policy Owner:	CEO	Page: 6 of 7			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>

Appendix A

Whistle Blowing Report Form

Name: _____

Academy: _____

Date: _____

Location/department: _____

Please give a brief outline of your concern? (Please give relevant names, dates, locations etc)

Were there any other witnesses? If so, please give their full contact details.

Staffordshire University Academies Trust		Trust Policy Document			
Approved by:	Trust Board	Issue date:	February 2019	Review date:	February 2022
Policy Owner:	CEO	Page: 7 of 7			
Audience:	Trustees <input checked="" type="checkbox"/>	Staff <input checked="" type="checkbox"/>	Pupils <input checked="" type="checkbox"/>	Local Academy Council <input checked="" type="checkbox"/>	Parents <input checked="" type="checkbox"/> General Public <input checked="" type="checkbox"/>

Did you take any action at the time? – if so, please outline what action you took

if you did not take action at the time, please give details as to why you took no action

Signed:

Date:.....

Designation:.....