

## WHISTLEBLOWING FOR STAFF & STUDENTS POLICY

Date	Review Date	Contact
01.03.19	01.03.20	Head of School & Education

This policy is underpinned by Newbury Hall's core values as stated in our aims & ethos.

### Staff

All staff should feel completely safe to whistleblow and can contact the Head of School & Education or Head of Boarding in the first instance. If they are not satisfied that their concern is being properly dealt with, they can raise this in confidence with governance. Contact details for governance are on the school website: <https://newburyhall.com/>

Members of staff raising concerns are assured of confidentiality and there will be no repercussions or disciplinary issues providing any concerns are raised in genuine good faith. If there is evidence of criminal activity then the police will in all cases be informed.

A member of staff might whistleblow externally if they believe that circumstances justify this approach and it is not suitable to follow internal procedures. Examples might include where they believe their confidentiality would be compromised, the school may try to cover up the incident or the serious nature of the situation justifies it. This is in accordance with the Public Interest Disclosure Act 1998.

If Newbury Hall is unable to resolve the matter satisfactorily, it is possible to contact an independent organisation that offers confidential advice. Contact details for organisations such as the Office of the Children's Commissioner, Ofsted, the Secretary of State for Education, the NSPCC, the Health & Safety Executive, etc can be found at:

<https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2/whistleblowing-list-of-prescribed-people-and-bodies>

Contact details for local authorities (local councils) can be found at: <https://www.gov.uk/find-local-council>

Protect (formerly Public Concern at Work) is a whistleblowing charity available at [www.pcaw.org.uk](http://www.pcaw.org.uk), email [whistle@protect-advice.org.uk](mailto:whistle@protect-advice.org.uk), tel 020 3117 2520.

Further information and advice on whistleblowing generally can be found at: <https://www.gov.uk/whistleblowing>.

### Students

Working alongside our Anti-bullying, Anti-Cyberbullying, Safeguarding & Child Protection Policies, etc students are actively encouraged to help stop any inappropriate practices in school.

All students should feel completely safe to do this and are not subject to disciplinary issues, providing concerns are raised in genuine good faith seeking a constructive outcome.

We understand it can be very difficult for students to voice concerns, but they are fully supported if they speak to a Teacher, Houseparent, the Designated Safeguarding Lead, a member of the Senior Leadership Team, the independent listener, a parent, guardian or indeed any adult they are comfortable talking to.

Students are advised simply to talk to the school or an outside organisation about any problems and posters to this effect in simple English with clear contact details are on display around school and on the school website page 'Students Talk to Us'.

Signed:



Alex McNish, Head of School & Education, on 01.03.19