

Sands School



The ALTERNATIVE FACE of
EDUCATION

Whistle-blowing

You're protected by law if you report any of the following:

- a criminal offence, eg fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, e.g. doesn't have the right insurance
- you believe someone is covering up wrongdoing

Personal grievances (eg bullying, harassment, discrimination) aren't covered by whistle-blowing law, unless the particular case is in the public interest. Otherwise they would be covered by the staff grievance procedure, as described in the Staff Contract.

As an organisation without the hierarchical structures of 'line-management' it is not always obvious who to turn to if a member of the school community knows or suspects that something is seriously amiss.

In particular, staff and volunteers should feel able to raise concerns about **poor or unsafe practice and potential failures in the school's safeguarding regime.**

Where Sands' staff have concerns they should aim to report it internally first before using an external 'prescribed person or body'. Making a report to an external person should only be undertaken where the staff member thinks the school will cover the concern up, would treat them unfairly if they complained or they have raised the matter before, but the concern hasn't been dealt with.

The first avenues to consider internally are:

- School Council
- The School Meeting
- The staff meeting

If the concern relates to a particular member of staff it should, if possible, be discussed directly with that person and / or with their staff mentor. It may be appropriate to raise some concerns with the school's administration team, Peta or Donald.

If none of these avenues feels safe or appropriate concerns should be taken to the Chair of Governors, Jyles Robillard-Day by email at:

chairofgovernors@sands-school.co.uk

As a last resort, if the concern cannot be raised safely through any of the above avenues or has been raised but not been dealt with, the matter should be brought to the attention of an external body.

For most matters relating to the running of the school this is likely to be the Department for Education. There is a whistle-blowing option on their [contact form](#). (The DfE may ask Ofsted to follow the matter up but in the first instance the concern should go to the DfE.)

If the concerns relates to the **financial management** of the school it should be brought to the attention of the school's auditors:

Darnells, Quay House, Quay Road, Newton Abbot, Devon, TQ12 2BU

If it is **suspected that a crime has been committed** this should be reported to the police.

If the concern is about poor or unsafe practice and potential failures in the school's **safeguarding regime** staff can call the NSPCC whistle-blowing helpline for advice 0800 028 0285 or email help@nspcc.org.uk

policy log

Last reviewed	Sept 2016
Agreed by	Donald, Staff Meeting
Review frequency	Annual
Comments	
Links	Code of Conduct, Managing Allegations of Abuse