



Whistle Blowing

Statement of Intent

Brambly House Montessori School supports measures which protect whistle-blowers from any form of victimisation.

Aim

To deal with concerns effectively and efficiently and will do what we can to preserve the confidentiality of workers who raise concerns in relation to the public interest Disclosure Act 1989, Including:

- A Criminal offence
- The Breach of a legal Obligation
- A miscarriage of Justice
- A danger to the Health and Safety of any individual
- Damage to the environment
- Deliberate covering up of information rendering to show any of the above

Method

- Support staff who genuinely believes that people they work with are behaving in a way that seems wrong or have a serious concern about an aspect of service, by respecting their duty to speak out in the public's interest.
- Raise staff awareness of procedures:
 - **Step 1** – Refer concern to Tamsyn, Andrea as managers or Justine, all are DSL (Designated Safeguarding Leads) If this is not appropriate concerns can be referred to the local authority or Ofsted on: - 0300 123 1231 **Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD**. Concerns may be made verbally or in writing including names, dates, places, where possible reasons for the disclosure and history of the concern. This demonstrates an honest and reasonable suspicion that malpractice has occurred or is occurring.
 - **Step 2**- Andrea and Tamsyn or the CSPA Team will make initial enquiries to establish whether an investigation is necessary and what form it should take and get back to you within 10 days depending on the severity of the concern.
 - **Step 3** – Some concerns may be resolved through agreed actions at this stage without the need for an investigation, others will need a full investigation to resolve the concern to everyone's satisfaction.

Tamsyn Hendry and Andrea Thornton

Date: 12/09/24