

Kings Court First School

WHISTLEBLOWING POLICY

1. Aims

- Encourage prompt reporting of concerns.
- Ensure concerns are investigated appropriately.
- Protect whistleblowers acting in good faith.

2. Legislation

- Public Interest Disclosure Act 1998.
- DfE whistleblowing guidance.
- Keeping Children Safe in Education requirements.
- EYFS safeguarding and whistleblowing requirements.

3. Definition of Whistleblowing

- Concerns in the public interest including safeguarding failures, criminal offences, fraud, health and safety risks, breaches of legal obligations and concealment of wrongdoing.

4. Raising a Concern

- Staff should normally raise concerns with the Headteacher.
- Concerns about the Headteacher should be raised with the Chair of Governors.
- Individuals may contact external agencies where appropriate.

5. School Response

- Concerns will be acknowledged and assessed promptly.
- Appropriate investigations will be undertaken.
- Advice may be sought from HR, safeguarding partners, the Police or the LADO.

6. Headteacher Obligations and LADO Referrals

- The Headteacher must consider whether concerns meet the allegations threshold.
- The LADO must be consulted without delay where a person may have harmed a child, committed an offence against a child or poses a risk to children.

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- All discussions, referrals, decisions and actions must be recorded in writing.
- Where no referral is made, the rationale must be clearly recorded.
- Records must be retained securely and confidentially.

7. Safeguards

- No detriment for raising genuine concerns.
- Victimisation will not be tolerated.
- Malicious allegations may result in disciplinary action.

8. Confidentiality

- Confidentiality will be respected wherever possible.
- Anonymous allegations will be considered on their merits.

9. Governance and Monitoring

- The Headteacher and Governing Board are responsible for implementation and review.
- A confidential record of concerns and outcomes will be maintained.

10. Related Policies

- Child Protection and Safeguarding Policy.
- Staff Code of Conduct.
- Complaints Procedure.
- Grievance Policy.

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