

# THOMAS MILLS HIGH SCHOOL



POLICY DOCUMENT 77 – APPROVED 23/03/2021

# PUPIL WHISTLEBLOWING POLICY

## Vision Statement

*We, the staff and governors, aspire  
to ensure that all our students,  
irrespective of ability  
and regardless of anyone's doubts,  
achieve their potential in full;  
and we aspire in this way to make Thomas Mills High School  
the best in the country.*

Thomas Mills High School is an Academy and a company limited by guarantee incorporated in England & Wales under number 7605059

## **PUPIL WHISTLEBLOWING PROCEDURE**

### Introduction

Student Voice is important in the school with, for example, pupils contributing to School Council. Student Voice contributes to the development and continuous improvement of all areas within the school.

The school's ethos is very much underpinned by the Charter of Values. For example:

- Acceptance of personal responsibility
- Courtesy, self-discipline and respect for others
- Honesty, moral courage and integrity
- Good fellowship
- Service to others

This supports pupils in becoming more independent, mature and contributing to the success and safety of their school and wider community.

This context supports pupils in raising concerns for example, around teaching or progress, behaviour or safeguarding. However, this procedure has been developed to support pupils in reporting a concern with regards to knowledge or information about possible threats to safety and any activity that could cause injury/harm to anyone. This is very much in keeping with the values listed above.

### Aims of the Procedure

1. To encourage pupils to report concerns or worries with regards to other pupils or parents whose actions could cause injury/harm to anyone within or beyond school.
2. To empower pupils to know that their concerns will be taken seriously and investigated and that their confidentiality will be respected.
3. To reassure pupils that they should be able to raise genuine concerns in good faith.

### What is Whistleblowing?

In summary, this is when information is passed on concerning wrongdoing.

In this context this could include but is not limited to:

- Theft
- Possession of unauthorized or harmful material or substances
- Bullying
- Threats
- Criminal activity
- Inappropriate online activity
- Dangers to health and safety

A 'whistleblower' is a person who raises a genuine concern in good faith relating to any of the above.

## Raising a concern

Pupils may raise a concern with their Head of Year, another teacher or member of staff. Staff should reassure them that they are listening and taking the concerns seriously. **If the concern falls within the Safeguarding Policy and Child Protection they must follow these procedures.** Otherwise, staff will raise the concern with the most appropriate member of senior staff. In these instances, the members of staff will share the facts but not the names of the pupils raising the concern. In this way, confidentiality is protected.

In any written response the member of staff can refer to 'Pupil A' for example. They should declare that they believe that the concerns recorded have been made in good faith.

The senior member of staff will ensure that an investigation takes place and if necessary ensure a risk assessment is undertaken. In an emergency, the Police or statutory authorities should be alerted immediately.

It is hoped that pupils will be encouraged to raise concerns, allowing an investigation to take place. The school considers this approach preferable to anonymous disclosures, as an investigation may be impossible if the school cannot obtain further information.

Pupils must not suffer any detrimental treatment as a result of raising a concern in good faith. If a pupil is concerned about this they should speak to their Head of Year.

## Key advice

**Don't think what if I'm wrong – think what if I'm right**

**See it – say it – sorted**

## Implementation

Key messages can be shared through assemblies, posters and Log Books. School Council should also review the procedures.

## Other relevant policies

Behaviour Policy

Combating Extremism

Safeguarding and Child Protection Policy

Online Safety Policy