

SHIRLEY CHILDREN'S CENTRE CHILD PROTECTION WHISTLEBLOWING GUIDELINES

**The Designated Person for Safeguarding for Shirley Children's Centre is:
Katie Coomber – Interim Universal Services Co-ordinator**

This policy links to the following:

- Safeguarding Policy
- Child Protection Policy
- Behaviour Management Policy
- Whistleblowing Policy

Document Control

Amendment History

Version/Issue Number	Date	Author	Remarks/Reason for change	Review Date
1	October 2014	Eyullahemaye Henry-Miller	To be ratified by the governing body	October 2015
2	October 2015	Eyullahemaye Henry-Miller	Review	October 2016
3	October 2016	Eyullahemaye Henry-Miller	Review	October 2017
4	October 2018	Nicky Cook & Katie Coomber	Reviewed	October 2019

CHILD PROTECTION WHISTLEBLOWING GUIDANCE

Don't think what if I am wrong; think what if I am right

This guidance is written for all employees and volunteers working at Shirley Children's Centre. To be used in conjunction with the Child Protection and Safeguarding Policy.

All Staff must acknowledge their individual responsibilities to bring matters of concern to the attention of the Children's Centre Manager in the first instance. Although this can be difficult this is particularly important where the welfare of children may be at risk.

You may be the first to recognise that something is wrong but may not feel able to express your concern out of a feeling that this would be disloyal to colleagues or you may fear harassment or victimisation. These feelings, however natural, must never result in a child or young person continuing to be unnecessarily at risk. Remember it is often the most vulnerable children or young people who are targeted.

Reasons for whistleblowing

- To raise concerns about unacceptable practice or behaviour.
- To prevent the problem worsening or widening.
- To protect or reduce risks to others.
- To prevent becoming implicated yourself.

What stops people from whistleblowing?

- Starting a chain of events which spirals.
- Disrupting the work or project.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

How to raise a concern

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can. The earlier a concern is expressed the easier and sooner it is possible for action to be taken.
- Try to pinpoint what practice is concerning you and why.
- Make sure you get a satisfactory response—don't let matters rest.
- Put your concerns in writing on a Confidential Incident Record Form.
- Discuss your concerns with the Children's Centre Manager.
- A member of staff is not expected to prove the truth of an allegation, but you will need to demonstrate sufficient grounds for the concern.

People to contact

- Interim Universal Services Coordinator – Shirley Children's Centre Katie Coomber 020 8777 2119
- Head of School – Forest Academy School (Wayne Cooper) – 020 8777 2808
- Deputy Head of School – Forest Academy School (Eileen Wray) – 020 8777 2808