

## 7. Remember

We all have a duty to keep everyone safe, so if an action by an adult makes you feel uncomfortable, REPORT IT! It's better to report it and be wrong than not report it and be right!

## 6. What if I am wrong?

Imagine if you were right and didn't report it! What would the consequences be then?

It is never a nice process for anyone involved, but it is **EVERYONE'S** responsibility to safeguard children and adults.

## 5. What happens after I have reported my concern?

- After you have submitted your concern, the whistleblowing person will usually speak to you to find out more. They will not do this if you have made an anonymous report.
- They will then make sure that **all** parties are kept safe.
- The Whistleblowing person will then investigate or ask someone independent to investigate.
- Once the investigation has been completed, it will then be determined by the appropriate person/people what will happen next. This could be going to a panel to see whether that person is safe to work with children / adults.

## 4. What do I do if I am concerned about the Headteacher, Governor, Trustee or a colleague who is 'friendly' with the Headteacher/ Governor/Trustee?

- First, do not panic and second, report it!
- If you feel that you can not report your concern through the whistleblowing procedures of your establishment then you can:
  - Contact your LADO/DO – details can be found on your local authority website.
  - Contact the NSPCC Whistleblowing helpline on 0800 028 0285 or visit their dedicated page: <https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing->

## 1. What do you mean by concerns?

If an action from an adult makes you feel uncomfortable, then report it to the dedicated whistleblowing person. This action could be towards a child or an adult.



## 3. What can I do?

- Read your whistleblowing policy so you know who the right person is to speak to.
- You can speak to the designated person first before you write up your concern.
- Use the right forms for your concern. It is **NOT** the same forms/system for reporting a concern about a child.
- Get familiar with the process and establish where the forms are and who to give it to, even if you do not have a concern at present.

## 2. What should I look out for? (KCSIE 2024)

There are two types of concerns. One is low level concerns, and the other is a concern that meets the harm threshold.

Low-Level concerns **could** look like:

- being over friendly with children
- having favourites
- taking photographs of children on their mobile phone, contrary to school policy
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door, or
- humiliating children

Concerns that meet the harm threshold **could** look like:

- behaved in a way that has harmed a child, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child, and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children.