



## Whistleblowing Policy

The purpose and scope of this policy statement

Whistleblowing is an important aspect of safeguarding where staff and volunteers are encouraged to share genuine concerns about an individual or organisations behaviour. The behaviour may not be child abuse but they may not be following Trevonne Stage School code of conduct or could be pushing the boundaries beyond normal limits.

Whistleblowing is very different from a complaint or a grievance. The term whistleblowing generally applies when you are acting as a witness to misconduct that you have seen and that threatens other people or children. The concern may relate to something that is happening now, has happened in the past or that you think could happen in the future. It is Trevonne's intention that all staff and volunteers feel confident about coming forward and reporting any issues/concerns that they may have regarding the areas below, whilst remaining protected from any subsequent discrimination

### Aims

- Ensure our staff understand their responsibilities and feel confident in raising and reporting a serious concern at the earliest opportunity
- Provide avenues for staff to raise their concerns and receive feedback on any action taken
- Ensure that staff receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied
- Reassure staff that they will be protected from possible reprisals or victimisation if they have made any disclosures in good faith
- Any concerns can be reported without this leading to any harassment or victimisation, and every effort will be made to keep both the concern and the whistle-blower's identity confidential.

### What should be reported?

- Any breach in the behaviour of Trevonne staff, volunteers or associated paid professional
- Discrimination of any kind
- Concerns that could impact on the health and safety of the children or adults
- The inappropriate treatment or care of a child
- In appropriate use of Trevonne Stage School assets
- Decision making for personal gain
- Abuse of position
- Deceit
- Tampering with documents

### Methods of reporting:

Any adult or young person with concerns about an adult in a position of trust with Trevonne Stage School can 'whistle blow' by contacting the following organisations/agencies;

- IDTA 01273 685652 [www.idta.co.uk/contact/](http://www.idta.co.uk/contact/)