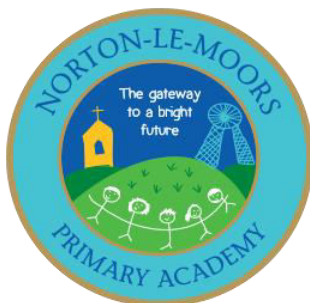


# Whistleblowing Policy



|                     |               |                  |
|---------------------|---------------|------------------|
| Approved by:        | Eileen Harvey | Date: 01.09.2025 |
| Last reviewed on:   | 01.09.2025    |                  |
| Next review due by: | 01.09.2026    |                  |

# **Inspirational Learning Academies Trust Whistle Blowing Policy**

Adults working in a school or Academy are often the first to realise that someone's behaviour is, or is likely to cause harm to a child or young person,

This Academy is committed to safeguarding and promoting the welfare of every child, and expects the highest possible standards of openness.

This Academy recognises that the decision to report a concern can be difficult one to make, not least because of the fear of reprisals from those responsible.

This Academy will not tolerate harassment or victimisation and will take all possible measures to protect anyone who raises concerns in faith.

All concerns will be treated in confidence and we will make every effort not to reveal your identity if you wish so. At the appropriate time, however, you may need to come forward as a witness.

If you voice suspicion in good faith but is not confirmed by the investigation, no action will be taken against you.

If the investigation concludes that you have fabricated the allegations, disciplinary action may be taken against you.

The earlier a concern is reported the easier it is to take action.

As a first step concerns should normally be raised with an immediate manager or Head Teacher or Designated person for Child Protection.

# Inspirational Learning Academies Trust

## Whistle Blowing Policy

You may wish to consider discussing your concern with a colleague first and may find it easier to raise the matter if there are two or more, of you who have the same concerns.

If you feel that you cannot approach any of these, the LA lead officer for Child Protection should be consulted.

Concerns are better raised in writing. If you feel this is not possible you can telephone or meet the appropriate person.

Your report, written or verbal, should set out the background and history of the concern, giving names, dates and place where possible, and the reason why you are concerned about the situation.

NB. If required please see the LA Whistle Blowing Policy and The Public Interest Disclosure Act 1998 for further information

| Role                                                                                                         | Name                  | Role in school                                    |
|--------------------------------------------------------------------------------------------------------------|-----------------------|---------------------------------------------------|
| Senior Trust Safeguarding Lead                                                                               | Suzanne Rawlings      | Deputy CEO                                        |
| Deputy Lead Safeguarding Officer                                                                             | Helen Stocking        | CEO                                               |
| Designated Safeguarding officer                                                                              | Antoinette Colcloough | Safeguarding officer at Newstead                  |
| Deputy Designated Safeguarding officer                                                                       | Jack Kinsey           | Head of School at Newstead                        |
| Designated Safeguarding officer                                                                              | Emma O'Sullivan       | Safeguarding officer at Norton Le Moors           |
| Deputy Designated Safeguarding officer                                                                       | Kate Adams            | Head of School at Norton le Moors Primary Academy |
| Designated Safeguarding officer                                                                              | Sarah Slater          | Safeguarding officer at Whitfield Valley          |
| Deputy Designated Safeguarding officer                                                                       | Adam Booth            | Head of School at Whitfield Valley                |
| If you feel that this needs to be escalated and cannot be dealt with in school, contact SRT on 01782 235 100 |                       |                                                   |

# **Inspirational Learning Academies Trust**

## **Whistle Blowing Policy**