



Confidential Reporting ('Whistleblowing')

All staff are required to report to the Head Master or the Chair of Governors in his absence, any concern or allegations about School practices or the behaviour of colleagues which are likely to put pupils at risk of abuse or other serious harm. Alternatively if the 'whistleblower' considers the matter too serious or sensitive to raise within the internal environment of the school, the matter can, in exceptional cases, be reported to ISI or the Designated Officer at the Local Authority. There will be no retribution or disciplinary action taken against a member of staff for making such a report. All matters will be treated in strict confidence and anonymity will be respected wherever possible.

Downside School has clear whistleblowing procedures suitably referenced in staff training and codes of conduct. It also promotes a culture of safety and of raising concerns. It also maintains a culture of valuing staff and of reflective practice. There are procedures for reporting and handling concerns, including about poor or unsafe practice and potential failures in the school's safeguarding regime, and there will be provision for mediation and dispute resolution where necessary. Training and support will be provided for staff. There will be transparency and accountability in relation to how concerns are received and handled.

Head Master (Andrew Hobbs)	ahobbs@downside.co.uk	01761 235102
Chair of Governors (Adrian Aylward)	aaylward@downside.co.uk	07971903318
		01647 440335
ISI	concerns@isi.net	020 7710 9900
Designated Officer (LADO)	SomersetLADO@somerset.gov.uk	0300 123 2224

The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call: 0800 028 0285 – line is available from 8:00 am to 8:00 pm, Monday to Friday and Email: help@nspcc.org.uk

General guidance can be found at- Advice on whistleblowing <https://www.gov.uk/whistleblowing>.

For further comprehensive guidance on whistle blowing please see [Public Concern at Work](#) website.