

CASTLE DOUGLAS PRIMARY SCHOOL (NURSERY)

WHISTLE BLOWING POLICY

Castle Douglas Primary School will not accept or condone any behaviour by staff, volunteers or other adults associated with the school or Nursery that is contrary to the school's Aims and Objectives, Policies and Procedures.

The school will actively encourage and support the reporting of such behaviour. We will do this by:

- Promoting an environment of mutual respect, trust and open communication.
- Promoting an environment which is free from bullying, harassment and discrimination.
- Treating everyone equally, fairly, with dignity and respect, and valuing individual differences.
- Ensuring that the quality of the work of each staff member and volunteer is effectively monitored as well as the work of the school as a whole.
- Ensuring that procedures are in place for reporting unacceptable behaviour or practices.
- Actively supporting staff and volunteers who 'blow the whistle' both during the investigation and after and in line with relevant legislation.

So far as is possible information regarding the 'whistle blower' will remain confidential.

The Head Teacher and senior management team will offer support during and after the procedure is followed.

The whistle blower will not be harassed nor have their post compromised as a result of their actions.

Where a person thinks there is a practice that does not support Castle Douglas Primary School Aims, Objectives, Policies or Procedures, the concern should be:

- In the first instance be reported to the Head Teacher or member of the Senior Management team
- The Head teacher /Senior Management team person will investigate the concerns
- The allegations and findings will be reported to the management team.
- Depending on the results of the findings the Disciplinary procedure may be undertaken

Fiona Baird

Updated January 2019

Next update due January 2021