



Whistleblowing in School: Keeping Children Safe Policy

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| POLICY CODE | 5.11 |
| POLICY NAME | Whistleblowing in School: Keeping Children Safe Policy |
| APPROVAL AUTHORITY | Principal |
| RESPONSIBLE DEPARTMENT(S) | All |
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| DEVELOPED BY/AUTHOR | MSD |



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At the Prince of Wales Island International School, we are committed to providing a safe environment for all children. To keep every child safe, a proactive safeguarding culture is encouraged and all members of our community are expected to share this commitment.

Definition

Whistleblowing: The act of reporting suspected wrongdoing or dangers in relation to our school's practices, including the safety, well-being, and protection of children.

Whistleblower: An individual who reports, based on genuine concerns, concerns regarding the safety, wellbeing and protection of children in the school.

Introduction

All adults working or visiting the school site have a responsibility to keep children safe and are expected to raise concerns should they arise in relation to safeguarding and welfare of students.

This policy is designed to provide a clear framework for the reporting and handling of concerns about practices or individuals that compromise the safety and well-being of children attending POWIIS Tanjung Bungah. It is aligned with the principles and guidance provided in the "Keeping Children Safe in Education" (KCSIE) document 2023, ensuring that our approach is both proactive and responsive in safeguarding children. This policy applies to all staff members, volunteers, contractors, and anyone working on behalf of the school. It outlines the steps to be taken when concerns about child safety arise, including, but not limited to, abuse, neglect, bullying, and breaches of safeguarding policies.

Objectives

- **Promote a Safe Environment:** Ensure a safe and supportive environment for all children, staff, and stakeholders.
- **Encourage Reporting:** Foster an atmosphere where concerns about child safety are promptly and confidently reported.
- **Protect Whistleblowers:** Provide protection from retaliation or unfair treatment for those who report concerns in good faith.
- **Ensure Proper Action:** Guarantee that all reports are investigated thoroughly, and appropriate actions are taken.



Reporting Procedures

- **Immediate Concerns:** If there is an immediate risk of harm to a child, the individual should ensure the child is safe and contact the Designated Safeguarding Lead (DSL) and/or the Principal.
- **Reporting:** Any concerns should be initially reported to the DSL. If the concern involves the DSL, it should be reported to the Principal. If the concern involves the Principal, it should be escalated to the CEO of MTT Learning and if involving the CEO to the Board of Governors.

Whistleblower Protection

- **Confidentiality:** The school commits to protecting the identity of the whistleblower, subject to legal constraints.
- **Support:** Whistleblowers will receive appropriate support and relevant updates, without specific details, on the progress of the investigation into their concerns.
- **Non-retaliation:** The school prohibits retaliation of any kind against individuals who report concerns in good faith. Any instances of retaliation will be treated as a serious matter and may result in disciplinary action.

Training & Awareness

- Aligned with other safeguarding training sessions, staff will be familiar with this policy, the importance of whistleblowing in safeguarding children, and the correct procedures for reporting concerns.
- The importance of remaining vigilant and reporting if having a concern is shared with all in the school community to ensure that everyone understands the importance of whistleblowing in maintaining a safe environment for children.

Policy Review

This policy will be reviewed annually to ensure it remains effective and compliant with current legal and regulatory frameworks. The review will consider any changes in legislation, statutory guidance, and best practice in child protection and safeguarding.

Conclusion

This whistleblowing policy is a crucial component of our broader commitment to safeguarding children. By encouraging openness, vigilance, and accountability, we aim to maintain the highest standards of safety and well-being for all children in our care.



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