



Darul Madinah will nurture our learners into model citizens that exemplify the inherent values of Islam make a positive contribution to the community and are champions of their faith.

Whistleblowing Policy

This policy is in line with the Mission Statement of the School

Document Control

- **Policy Status:** Statutory
- **Owner:** Directors
- **Date of Last Review:** August 2026
- **Date of Next Review:** August 2027
- **Review Period:** Annually

Whistleblowing Policy

1. Introduction

Darul Madinah Primary School and Nursery is committed to maintaining the highest standards of openness, honesty, integrity and accountability.

The school promotes a culture where staff feel able to raise genuine concerns about safeguarding, misconduct, malpractice or unsafe practice without fear of intimidation, discrimination or reprisal.

Whistleblowing is an essential part of safeguarding and maintaining a safe and professional environment for children, staff and the wider school community.

This policy applies to:

- all employees
- agency staff
- volunteers
- contractors
- governors
- apprentices and students
- visitors working within the school

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Staff Code of Conduct
- Low-Level Concerns Policy
- Complaints Policy
- Disciplinary Policy
- Grievance Policy

2. Aims

The aims of this policy are to:

- encourage staff to report concerns promptly
- promote a culture of openness and accountability
- ensure safeguarding concerns are reported appropriately
- protect individuals who raise concerns in good faith
- ensure concerns are investigated fairly and appropriately
- support high standards of safeguarding and professional conduct

3. What is Whistleblowing?

Whistleblowing is the reporting of concerns relating to suspected wrongdoing, illegal activity, unsafe practice or misconduct within the school.

Concerns may include:

- safeguarding failures
- unsafe practice
- neglect or abuse of children
- inappropriate conduct towards pupils
- low-level concerns about adults working with children
- breaches of safeguarding procedures
- criminal activity
- financial malpractice or fraud
- health and safety risks
- breaches of legal obligations
- discrimination or unethical behaviour
- attempts to conceal wrongdoing

Whistleblowing concerns should be raised where staff believe there is a risk to children, staff, the public or the school.

4. Safeguarding and Low-Level Concerns

All staff have a responsibility to safeguard and promote the welfare of children.

Concerns about the behaviour or conduct of adults working with children, including low-level concerns, must be reported immediately in line with the school's safeguarding procedures.

Examples of low-level concerns may include:

- inappropriate comments
- breaches of professional boundaries
- inconsistent behaviour towards pupils
- behaviour which causes concern but does not meet the harm threshold

Darul Madinah promotes a safeguarding culture where staff feel confident to report concerns and where concerns are addressed professionally, fairly and sensitively.

5. Raising a Concern

Staff are encouraged to raise concerns as soon as possible.

Concerns should normally be reported to:

- the Headteacher
- the Designated Safeguarding Lead (DSL)
- a senior leader

If the concern relates to the Headteacher, concerns should be raised with the Directors or Chair of Governors where applicable.

Concerns may be raised verbally or in writing. Staff are encouraged to provide:

- relevant facts
- dates and times
- names of individuals involved
- details of witnesses where possible

Concerns will be handled sensitively and confidentially wherever possible.

6. Responding to Concerns

All concerns raised under this policy will be taken seriously and considered appropriately.

The school may:

- carry out an initial assessment
- hold meetings with relevant individuals
- undertake further investigation
- seek advice from external agencies where appropriate
- refer safeguarding concerns to the Local Authority Designated Officer (LADO), children's social care or the police where necessary

The school will aim to provide feedback to the person raising the concern where appropriate and legally possible.

Where concerns relate to safeguarding, the welfare of children will remain the priority at all times.

7. Protection for Whistleblowers

Darul Madinah will not tolerate victimisation, harassment or unfair treatment towards any individual who raises a genuine concern in good faith.

No member of staff will suffer detriment for raising a genuine concern appropriately.

However, knowingly false, malicious or misleading allegations may result in disciplinary action.

8. External Reporting

Where staff feel unable to raise concerns internally, or where concerns have not been addressed appropriately, concerns may be raised with external agencies including:

- the Local Authority Designated Officer (LADO)
- the Local Authority
- Ofsted
- the Independent Schools Inspectorate (ISI) where applicable
- the NSPCC Whistleblowing Advice Line

- the police
- relevant regulatory or professional bodies

9. LADO Referrals

Where concerns relate to allegations against adults working with children, the Headteacher or designated safeguarding lead will seek advice from the Local Authority Designated Officer (LADO) where appropriate.

This includes concerns where an adult has:

- behaved in a way that has harmed or may have harmed a child
- possibly committed a criminal offence against or related to a child
- behaved towards a child in a way that indicates they may pose a risk of harm
- behaved in a way that may indicate they are unsuitable to work with children

The school will follow current safeguarding guidance and local safeguarding partnership procedures when managing allegations.

10. Confidentiality

The school will make every reasonable effort to protect the identity of individuals raising concerns in good faith.

Information relating to whistleblowing concerns will be handled sensitively and shared only where necessary as part of safeguarding, legal or investigative processes.

11. Staff Training and Awareness

All staff will receive information about whistleblowing procedures as part of induction and safeguarding training.

Staff will be reminded regularly of:

- safeguarding responsibilities
- reporting procedures
- low-level concerns procedures
- professional conduct expectations

12. Monitoring and Review

The Headteacher and Directors are responsible for monitoring the implementation and effectiveness of this policy.

This policy will be reviewed annually or sooner where changes to safeguarding guidance, legislation or operational practice require this.

13. Related Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Low-Level Concerns Policy
- Staff Code of Conduct
- Disciplinary Policy
- Complaints Policy
- Grievance Policy
- Safeguarding Allegations Procedures
- Safer Recruitment Policy