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Whistleblowing and Low-Level Concerns Policy for Schools including managing allegations

2026 - 2027

Mission Statement

To inspire our family of schools to provide opportunities for our pupils, staff and leaders to be the best they can be; to create a passion for lifelong learning; to enable our pupils to become kind, confident and impactful world citizens.

Please note, that throughout this Policy, 'Headteacher' also encompasses the role of Principal and 'Chair of Governors' encompasses both Chair of Trust Board for allegations relating to the CEO and Chair of Local Governance Committee, for allegations relating to an academy Principal/Headteacher.

Whistle-blowing Policy and Low-Level Concerns for Schools
including managing allegations

1.0 In line with the London Safeguarding Children Board and the London Child Protection Procedures, Empower Learning Academy Trust operates a whistle blowing and low-level concerns policy.

2.0 The purpose of this document is to assist all staff to whistleblow if they have concerns about any adult in the school setting, whether paid or voluntary.

3.0 This policy reflects the requirements of:

3.1 Working Together to Safeguard Children 2026

3.2 Keeping Children Safe in Education 2026

3.3 London SCB (Safeguarding Children Board) Child Protection Procedures 8th Edition

4.0 This policy and the following procedures apply to all paid staff, volunteers, trustees and governors working with or in Empower Learning Academy Trust.

5.0 This document applies to processes that must be followed in the following circumstances:

5.1 Concerns about the suitability of a member of staff (paid or voluntary) working safely with children
See SECTION A

5.2 Concerns about the conduct of a member of staff, their honesty or integrity
See SECTION B

6.0 If you are the whistle-blower or the subject of an allegation, use SECTION C.

7.0 To assist in determining which section, the following can be used as a guide. Whistleblowing and low-level concern reporting is separate from LADO because not all allegations go to the LADO. A whistleblow or low-level concern report could be made because of:

7.1 Allegations of harm or possible harm to a child from a staff member or volunteer in the school
➔ SECTION A

7.2 Financial irregularity
➔ SECTION B

7.3 Adult bullying (not involving children)
➔ SECTION B

7.4 Cheating/changing assessment and exam results
➔ SECTION B

7.5 Health & safety concerns
➔ SECTION B, but consider SECTION A because of the impact of this on the possible safety of the child

7.6 Policies and procedures not being followed
➔ SECTION B, unless it concerns safeguarding and child protection issues in which case APPENDIX 2, Escalation policy.

8.0 All staff should be aware of this policy and feel confident to voice concerns about the attitudes or actions of colleagues; this includes contact and actions using mobile phones, internet, email and chat.

9.0 If a member of staff believes a colleague has:

9.1 Behaved in a way that has harmed a child, or may have harmed a child;

9.2 Possibly committed a criminal offence against or related to a child;

9.3 Behaved towards a child or children in a way that indicates they may pose a risk of harm to children;

9.4 Behaved towards a child or children in a way that indicates they are unsuitable to work with children;

9.5 Failed to act to prevent harm to a child

10.0 For all the above please speak to your Headteacher immediately

The Headteacher will inform the CEO and report to the LADO on the same working day.

Allegations can be made in relation to physical behaviours including physical chastisement and restraint but can also relate to inappropriate relationships between members of staff and children or young people, for example:

10.1 Having a sexual relationship with a child under 18 if in a position of trust in respect of that child, even if consensual (see ss16-19 Sexual Offences Act 2003);

10.2 'Grooming', i.e. meeting a child under 16 with intent to commit a relevant offence (see s15 Sexual Offences Act 2003);

10.3 Other 'grooming' behaviour giving rise to concerns of a broader child protection nature e.g. inappropriate text / e-mail messages or images, gifts, socialising etc;

10.4 Possession of indecent photographs / pseudo-photographs of children.

11.0 In addition, these procedures should be applied when there is an allegation that any person who works with children:

11.1 Has behaved in a way in their personal life that raises safeguarding concerns. These concerns do not have to directly relate to a child but could, for example, include arrest for possession of a weapon;

11.2 As a parent or carer, has become subject to child protection procedures;

11.3 Is closely associated with someone in their personal lives (e.g. partner, member of the family or other household member) who may present a risk of harm to child/ren for whom the member of staff is responsible in their employment/volunteering).

For all of the above please speak to your Headteacher immediately

The Headteacher will inform the CEO and report to the LADO on the same working day.

12.0 **If a member of staff is worried about the conduct of the CEO or Headteacher**, or they believe that a reported allegation or concern is not being dealt with properly, they should report the matter on the same working day:
- to the Havering Local Authority, Designated Officer (LADO), 01708 431653
- to the Chair of Governors
- to the NSPCC whistleblowing helpline 0800 028 0285 and help@nspcc.org.uk

13.0 For confidential advice on how to raise a concern about malpractice at work, visit 'Public Concern at Work' www.pcaw.co.uk

Section B: Fraud or financial wrongdoing

14.0 Examples of Illegal and/or Improper Conduct:

14.1 Fraudulent or improper use of the academy's money or assets

14.2 Mismanagement of statutory tests and assessments

14.3 Dangerous practices at work

14.4 Corruptly receiving any gift or advantage

14.5 Allowing private interests to override the interests of the academy

15.0 All staff should be aware of this policy and feel confident to voice concerns about the attitudes or actions of colleagues; this includes concerns about mismanagement of academy budget, academy funds or academy resources, handling and managing statutory tests and assessments.

16.0 Report financial or asset concerns to
- the Headteacher
- if the concern is about the Headteacher contact fraud.reports@education.gov.uk
also see https://www.gov.uk/education/school-complaints-and-whistleblowing

17.0 Report statutory test or assessment concerns to
- the Local Authority 01708 433847
- the Standards and Testing Agency (STA) sta.maladministration@education.gov.uk

18.0 Also see https://www.gov.uk/complain-about-school/state-schools

19.0 Also see Section D – contacts and useful information.

Section C: All Staff Whistle Blowing Policy and Low-Level Concerns reporting

20.0 Policy statement

Employees are often the first to realise that there may be something seriously wrong within the academy. However, they may not express their concerns because they feel that to speak up would be disloyal to their colleagues or to the academy. They may also fear harassment or victimisation. In these circumstances it may be easier to ignore the concern rather than report something which after all, may just be a suspicion of malpractice.

Empower Learning Academy Trust is committed to the highest possible standards of openness, probity and accountability. In line with that commitment, we expect and encourage employees, and others with whom we deal, who have concerns about any aspect of the academy's work, to come forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis (i.e. between the employee voicing the concern and the person to whom the concern is voiced).

This policy document makes it clear that you can do so without fear of victimisation, reprisal, subsequent discrimination or disadvantage. This Whistle Blowing and Low-Level Concerns Policy is intended to encourage and enable employees and others to raise concerns within Empower Learning Academy Trust rather than overlooking a problem or 'blowing the whistle' outside, in line with the Public Interest Disclosure Act 1998 (Whistle Blowing).

21.0 Aims and scope

This section of the Whistle Blowing and Low-Level Concerns Policy applies to all employees of Empower Learning Academy Trust (paid, agency or voluntary), contractors and those in partnership roles working for the academy, on academy premises, for example volunteers, agency staff, builders, etc.

This Whistle Blowing and Low-Level concerns Policy does not apply to pupils/students. Where applicable, employees are responsible for making pupils/students aware of the existence of the Trust's complaints procedure and other appropriate reporting procedures.

The procedure is designed to enable employees to notify the Headteacher/CEO/Chair of Governors/Trust Board of any reasonable suspicion of illegal or improper conduct.

It is a procedure in which the Headteacher/Chair of Governors will be expected to act swiftly and constructively in the investigation of any concerns in accordance with the Trust's disciplinary procedure. Safeguarding and child protection concerns will always be notified to the LADO.

The Headteacher/Chair of Governors will follow the London Child Protection procedures. http://www.londoncp.co.uk/chapters/alleg_staff.html

Concern about a colleague's professional capability should not be dealt with using this procedure.

22.0 Roles and Responsibilities

Headteacher/CEO/Chair of Governors/Trust Board

The Headteacher, or where the complaint is about the Headteacher, the CEO/Chair of Governors, will follow Part Four of Keeping Children Safe in Education 2026.

The Headteacher, or where the complaint is about the Headteacher, the Chair of Governors, is expected to act swiftly and constructively in the investigation of any concerns in accordance with the Trust's disciplinary procedure. Safeguarding and child protection concerns will always be notified to the LADO.

Where concerns are raised with outside agencies the Headteacher/Chair of Governors must fully cooperate with any resulting investigation(s).

The Headteacher/Chair of Governors will make every effort to meet any request of anonymity where possible.

The Headteacher/Chair of Governors, where possible, should inform the complainant of the outcome of the investigation.

Designated Safeguarding Lead

If there are concerns that a member of staff, agency or contractor is a risk to a child, the DSL will be responsible for ensuring the child is not at risk and will refer the case of suspected abuse to MASH.

Employees

All employees are expected to bring to the attention of the Headteacher/Chair of Governors any serious impropriety or breach of procedure.

All employees who report concerns under the Whistle Blowing and low-Level Concerns Policy and procedure must be prepared to justify and support their claim in writing.

If another member of staff (other than the Headteacher/Chair of Governors) is approached by a colleague on a matter of concern as defined in this document, he/she should be advised to take the matter to the Headteacher/Chair of Governors.

Employees must act in the public interest and must have reasonable grounds for believing the information in respect of any allegation made to be accurate.

23.0 Legal

24.0 Employees and workers who make a 'protected disclosure' are protected from being treated badly or being dismissed. If they are, they can claim unfair dismissal when the reason for the 'whistleblowing' meets any of the 'qualifying disclosures' criteria. They include when someone reports:

24.1 Safeguarding and child protection issues

24.2 That someone's health and safety is in danger

24.3 Damage to the environment

24.4 A criminal offence

24.5 That the company/school isn't obeying the law i.e. not have the right insurance etc.

24.6 That someone is covering up a wrongdoing

25.0 The Headteacher/Chair of Governors should ensure that, where this procedure has been used in the public interest, employees are not subjected to harassment and/or victimisation for doing so.

26.0 The key piece of 'whistleblowing' legislation is the Public Interest Disclosure Act 1998. Other Acts and Statutory Instruments which govern the topic are:

26.1 Police Reform Act 2002 Section 37

26.2 Employment Rights Act 1996 Section 103A

26.3 Employment Rights Act 1996 Sections 43A to 43L

26.4 Management of Health and Safety at Work Regulations 1999 (No 3242) Regulation 14

26.5 Public Interest Disclosure Act 1998

26.6 Public Interest Disclosure (Compensation) Order 1999 (No 1548)

26.7 Public Interest Disclosure (Prescribed Persons) Order 1999 (No 1549)

26.8 Public Interest Disclosure (Prescribed Persons) (Amendment) Order 2014 (No 2418)

26.9 Whistleblowing for sanctions: Public Interest Disclosure (Prescribed Persons) (Amendment) Order 2025

26.10 The Employment Tribunals (Constitution and Rules of Procedure) (Amendment) Regulations 2013

26.11 Enterprise and Regulatory Reform Act 2013

26.12 This policy has also been developed in line with the London Safeguarding Children Partnership and the London Child Protection Procedures.

27.0 Procedure

28.0 Key Principles

This procedure is not designed to replace or be used as an alternative to the Trust's grievance procedure, which should be used where an employee is only aggrieved about his/her own situation. Employees who are worried about wrong-doing at work do not necessarily have a personal grievance.

Employees must act in the public interest and must have reasonable grounds for believing the information in respect of any allegation made to be accurate.

No employee who uses this procedure in the public interest will be penalised for doing so. The Trust will not tolerate harassment and/or victimisation of any employee raising concerns.

An employee who is not sure whether the conduct he/she is concerned about does constitute illegal or improper conduct or is unsure about how to proceed can contact the Headteacher/Chair of Governors or Public Concern at Work (www.pcaw.co.uk) for advice.

29.0 Safeguards

The Trust is committed to good practice and high standards and wants to be supportive of employees.

The Trust recognises that the decision to report a concern can be a difficult one to make.

The Trust will not tolerate any harassment or victimisation (including informal pressures) upon any employee as a result of making a disclosure in accordance with this policy and will take appropriate action to protect any employee when any employee who raises a concern in the public interest. The Trust, in the event of reprisals or victimisation against an employee because they have acted in accordance with this

policy, will consider and may take disciplinary action against any employee responsible for such victimisation and/or reprisal.

In some circumstances it is recognised that a person making information known about their colleagues may find it difficult to return to his/her normal job. The Trust has a duty of care to provide a safe working environment and treat its employees with respect. If this is not possible in the employee's normal job because of the situation surrounding the disclosure of confidential information, the Trust will seek to redeploy the individual, taking account of their generic and specialist skills, abilities and experience.

The Trust has a duty of care to its employees. The Trust will ensure it provides effective support for anyone facing an allegation and provide them with a named contact if they are suspended. Where the Trust is not the employer of an individual there is still a responsibility to ensure allegations are dealt with appropriately and that they liaise with relevant parties (this includes supply teachers, trainee teachers and volunteers and contractors). It is essential that any allegation of abuse made against a teacher or other member of staff or volunteer is dealt with very quickly, in a fair and consistent way that provides effective protection for the child and, at the same time supports the person who is the subject of the allegation.

30.0 Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal an employee's identity if they so wish. At the appropriate time, however, an employee may need to come forward as a witness.

If the accused person resigns, or ceases to provide their services, this should not prevent an allegation being followed up in accordance with this guidance. A referral to the DBS must be made, if the criteria are met (see paragraphs 154-155 'Keeping Children Safe in Education 2024'). Schools and sixth form colleges must also consider a referral to the Teacher Regulation Agency (see paragraph 154). If the accused person resigns or their services cease to be used and the criteria are met, it will not be appropriate to reach a settlement/compromise agreement. Any settlement/compromise agreement that would prevent a school or college from making a DBS referral even though the criteria for referral are met, is likely to result in a criminal offence being committed. This is because the school or college would not be complying with its legal duty to make the referral.

It is important that every effort is made to reach a conclusion in all cases of allegations bearing on the safety or welfare of children, including any in which the person concerned refuses to cooperate with the process. Wherever possible, the accused should be given a full opportunity to answer the allegation and make representations about it. But the process of recording the allegation and any supporting evidence and reaching a judgement about whether it can be substantiated on the basis of all the information available, should continue even if that cannot be done or the accused does not cooperate. It may be difficult to reach a conclusion in those circumstances, and it may not be possible to apply any disciplinary sanctions if a person's period of notice expires before the process is complete, but it is important to reach and record a conclusion wherever possible.

'Settlement agreements' (sometimes referred to as compromise agreements), by which a person agrees to resign if the employer agrees not to pursue disciplinary action, and both parties agree a form of words to be used in any future reference, should not be used in cases of refusal to cooperate or resignation before the person's notice period expires. Such an agreement will not prevent a thorough police investigation where that is appropriate.

Cases in which an allegation was proven to be false, unsubstantiated, or malicious should not be included in employer references. A history of repeated concerns or allegations which have all been found to be false, unsubstantiated, or malicious should also not be included in any reference.

31.0 Anonymous Allegations

This policy encourages an employee to put their name to their allegation whenever possible. Concerns expressed anonymously are much less powerful; if made anonymously, the concern will be considered at the discretion of the Trust.

32.0 In exercising this discretion, the factors to be considered would include:

32.1 The seriousness of the issues raised

32.2 The credibility of the concern; and

32.3 The likelihood of confirming the allegation from attributable sources

33.0 Untrue Allegations

If an employee makes an allegation in the public interest, but it is not confirmed by the investigation, no action will be taken against them. If, however, an employee makes an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against them.

34.0 Mechanism for Raising Concerns

Where the issue concerns the Headteacher or, having made their report, an employee believes the Headteacher has failed to take appropriate action, they should bring it to the attention of the Chair of Governors or any of the alternatives outlined in paragraph 12 (above).

Employees who feel unable to follow this route, for whatever reason, have the option of contacting one of the names listed in section D/paragraph 37 (Useful Contacts).

Depending on the nature of the concern, the complainant will be asked to justify and support their claim. Normally the complainant will be asked to do this in writing. It will, therefore, be helpful to note down any facts and dates as they happen.

Financial regulations require any employee who suspects fraud, corruption or other financial irregularity to ensure this is reported to the Trust Head of Finance for possible investigation. Normally you must first report any suspicion of such irregularities to the Headteacher who in turn will report it to the Trust Head of Finance or Chief Operating Officer. Should the allegation be in respect of the CEO, Headteacher, Head of Finance or Chief Operating Officer, reporting should be to the Chair of the Trust.

Employees who want to use the procedure but feel uneasy about it may wish to consult their trade union initially and bring a colleague or trade union representative along to any discussions, so long as the third party is independent of the issue.

Where anonymity is requested efforts will be made to meet the request where appropriate but that might not always be possible.

The earlier and more open the expression of concern the easier it will be to take appropriate action.

Each case will be investigated thoroughly with the aim of informing the complainant of the outcome of any investigation as quickly as possible.

35.0 Low level concerns

35.1 The term ‘low-level’ concern does not mean that it is insignificant, it means that the behaviour towards a child does not meet the harm threshold. A low-level concern is any concern – no matter how small, and even if no more than causing a sense of unease or a ‘nagging doubt’ - that an adult working (paid, agency or voluntary) in or on behalf of the school or college may have acted in a way that:

- is inconsistent with the staff code of conduct, including inappropriate conduct outside of work
- does not meet the allegations threshold or is otherwise not considered serious enough to consider a referral to the LADO.

Examples of such behaviour:

- being over friendly with children
- having favourites
- taking photographs of children on their mobile phone
- engaging with a child on a one-to-one basis in a secluded area or behind a closed door

- using inappropriate sexualised, intimidating or offensive language.

35.2 Sharing low-level concerns

35.2.1 Low-level concerns about a member of staff (paid, agency or voluntary) will be reported to the Headteacher. The headteacher is the ultimate decision maker in respect of all low-level concerns, although, depending on the nature of some low-level concerns, the headteacher may sometimes consult with the DSL and take a more collaborative decision making approach. Where a low-level concern is raised about the DSL, it will be shared with the headteacher.

35.2.2 The Trust will ensure there is an environment where staff are encouraged and feel confident to self-refer, where, for example, they have found themselves in a situation which could be misinterpreted, might appear compromising to others, and/or on reflection they believe they have behaved in such a way that they consider falls below the expected professional standards.

35.2.3 Where a low-level concern relates to a person employed by a supply agency or a contractor to work in the academy, that concern will be shared with the DSL (or deputy DSL), and/or Headteacher, and recorded in accordance with the Trust's staff code of conduct policy and their employer notified about the concern, so that any potential patterns of inappropriate behaviour can be identified.

35.2.4 Ensuring they are dealt with effectively should also protect those working in the academy from potential false allegations or misunderstandings.

35.3 Recording low-level concerns

35.3.1 All low-level concerns will be recorded in writing. The record should include details of the concern, the context in which the concern arose, and action taken. The name of the individual sharing their concerns should also be noted, if the individual wishes to remain anonymous then that should be respected as far as reasonably possible. These records will be held securely and comply with the Data Protection Act 2018 and GDPR.

35.3.2 The academy will monitor and review any records so that potential patterns of concerning, problematic or inappropriate behaviour can be identified. Where a pattern of such behaviour is identified, the academy will decide on a course of action, either through disciplinary procedures or where a pattern of behaviour moves from a concern to meeting the harms threshold, the case will be referred to the LADO. Consideration will be given to whether there are wider cultural issues within the academy that enabled the behaviour to occur and where appropriate policies could be revised or extra training delivered to minimise the risk of it happening again.

36.0 **Supply teachers/ Agency staff**

In some circumstances the Trust may have to consider an allegation against an individual not directly employed, where disciplinary procedures do not fully apply, for example, supply teachers / agency staff provided by an employment agency.

Whilst the Trust is not the employer of supply teachers/ agency staff, they will ensure allegations are dealt with properly. In no circumstances will the Trust cease to use a supply teacher/ agency staff due to safeguarding concerns, without finding out the facts and liaising with the local authority designated officer (LADO) to determine a suitable outcome.

The Trust will discuss with the agency whether it is appropriate to suspend the supply teacher/ agency staff, or redeploy them to another part of the Trust, whilst they carry out their investigation.

The Agency should be fully involved and co-operate in any enquiries from the LADO, police and/or children's social services. The academy will usually take the lead because the Agency does not have direct access to children or other school staff, so they will not be able to collect the facts when an allegation is made, nor do they have all the relevant information required by the LADO as part of the referral process. Supply teachers/ agency staff, whilst not employed by the Trust, are under the supervision, direction and control of the governing body when working in the academy. They should be advised to contact their trade union representative if they have one, or a colleague for support. The allegations management meeting which is often arranged by the LADO should address issues such as information sharing, to ensure that any previous concerns or allegations known to the Agency are taken into account by the academy during the investigation.

Section D: Contacts and useful information

37.0 **Useful contacts**

37.1 MASH Team

01708 433222 (day)
01708 433999 (night)
tmash@havering.gov.uk (enquiries)

Referral to Children/Young Person Services (havering.gov.uk)

37.2 LADO

Lisa Kennedy
lado@havering.gov.uk
01708 431653

37.3 NSPCC whistleblowing helpline

0800 028 0285 and help@nspcc.org.uk
Whistleblowing advice: https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/

37.4 Assessment

Paul Stevenson, Moderation Manager
01708 434613
paul.stevenson@havering.gov.uk

37.5 Finance/Auditor

Carol Wall, Head of Finance, Empower Learning Academy Trust
Ext. 1008
cwall@elatschools.co.uk

37.6 HR

Sue Holgate, Head of HR, Empower Learning Academy Trust
Ext. 1004
sholgate@elatschools.co.uk

37.7 Health & Safety Team

Matt Gilvray, Head of Estates, Empower Learning Academy Trust
Ext. 1003
mgilvray@elatschools.co.uk

38 **Trade Unions**

38.6 NEU – Georgina.Morris@neu.org.uk

38.7 NASUWT – john.mcgill@exec.nasuwt.org.uk

38.8 Community – help@community-tu.org – 0800 389 6332

38.9 NAHT – info@naht.org.uk - 0300 30 30 333

38.10 UNISON – unison@havering.gov.uk

38.11 GMB – jasmin.dean@gmb.org.uk - 020 8397 8881

38.12 UNITE – membership.londoneastern@unitetheunion.org – 0208 8004281

38.13 ASCL – Mo Sabur – 0116 299112

39 **Other agencies**

39.6 DfE complaints
https://www.gov.uk/education/school-complaints-and-whistleblowing
Guidance for schools: https://www.gov.uk/government/publications/school-complaints-procedures
Information for parents: https://www.gov.uk/complain-about-school

39.7 DfE whistleblowing guidance
Guidance for schools: https://www.gov.uk/guidance/whistleblowing-procedure-for-maintained-schools
Information for parents/carers: https://www.gov.uk/government/publications/complain-about-an-academy

39.8 Health & Safety Executive
http://www.hse.gov.uk/

39.9 Education & Skills Funding agency – for information on reporting fraud or financial irregularity in academies
How ESFA handles allegations of suspected fraud or financial irregularity - GOV.UK (www.gov.uk)

39.10 ICO – Information Commissioners Office
https://ico.org.uk/

39.11 The Information Commissioner's Employment Practices Code - guidance on employment record retention
Microsoft Word - hra.doc

39.12 For confidential advice on how to raise a concern about malpractice at work https://protect-advice.org.uk/education-sector/

40 **Related Documents**

40.6 The Trust's Disciplinary Procedure

40.7 The Trust's Grievance Procedure

40.8 The Trust's Safeguarding and Child Protection Policy, including child on child abuse

41 **Where to go for further information**

National guidance

Central depository of government guidance:

www.gov.uk/topic/schools-colleges-childrens-services/safeguarding-children

Covering:

- Preventing neglect, abuse and exploitation
- Keeping children safe in education and other settings

- Online safety
- Safeguarding disabled children
- Runaway and homeless children
- Cross border child protection

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42.6 London Child Protection Procedures
http://www.londoncp.co.uk/
Section CP7 - https://www.londonsafeguardingchildrenprocedures.co.uk/alleg_staff.html

42.7 Report Teacher Misconduct government advice: https://www.gov.uk/report-teacher-misconduct

42.8 Ofsted: Handbooks and frameworks
https://www.gov.uk/government/collections/ofsted-handbooks-and-frameworks

42.9 Ofsted: Positive environments where children can flourish
https://www.gov.uk/government/publications/positive-environments-where-children-can-flourish

42.10 Ofsted: Safeguarding concerns, a guide for inspectors
https://www.gov.uk/government/publications/ofsted-safeguarding-policy/safeguarding-concerns-guidance-for-inspectors

Local Variations:

Hall Mead School

Contact information

Miss Maria Ducker, Headteacher – 01708 225684

Chair of Local Governance Committee

Bower Park Academy

Contact information

Mr Eddie Aylett, Headteacher, 01708 730244

Chair of Local Governance Committee

Brittons Academy

Contact information

Mrs Claire Whiley, Principal – 01708 630002

Chair of Local Governance Committee

Ardleigh Green Infant School

Contact Information

Mrs V Hoffman, Headteacher – 01708 449362

Chair of Local Governance Committee

Ardleigh Green Junior School

Contact Information

Mrs J Johnson, Headteacher – 01708 443014

Chair of Local Governance Committee

Hacton Primary School

Contact information

Mrs E Leslie, Headteacher – 01708 443991

Chair of Local Governance Committee