



Safer Working Practice

# Refresh your knowledge

## Whistleblowing

Whistleblowing refers to when a worker makes a disclosure of information which they reasonably believe shows wrongdoing or someone covering up wrongdoing.



For each - who in your setting do you report concerns to?

## The Harm Test

When a member of staff or volunteer is thought to have:

- behaved in a way that has, or may have harmed a child and/or
- possibly committed a criminal offence against or related to a child, and/or
- behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children, and/or
- behaved or may have behaved in a way that indicates they may not be suitable to work with children

These must be reported to the Local Authority Designated Officer.

## Low-level Concerns

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 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 and
- does not meet the harm threshold or is otherwise not serious enough to consider a referral to the LADO.



# Higher or lower?

Number of assessed referrals of  
teacher misconduct

2021-22 -**714**

2022-23 -**1038**

2023-24 -**1680**

Number of hearings

2021-22 -**148**

2022-23 -**207**

2023-24 -**244**



Teaching  
Regulation  
Agency



Teaching  
Regulation  
Agency

# True or False?

The following scenario resulted in a teacher being prohibited from teaching:

Making the following comments on their personal Twitter account:

- America would basically be fine with 911 if the flight recorder had one of the hijackers saying yippee kay ay motherfucker
- I just wanna lift weights smoke and play videogames is that too much to ask
- For one night only all porn is legal
- Changing the name of the whole FF7 party to the names of kids at school who I wish would be my friends.
- Got kicked out of a game station for trying to fuck the tomb raider display
- Retweets of “If sex work were empowering, men would be doing it.” and “If sex work were empowering, multimillionaires would be doing it.”

# Navigating the grey areas...

## Ushering a disruptive pupil out of the classroom



- More than one member of staff training in handling techniques
- Clear reporting procedures
- Appropriate recording measures
- Behaviour plans created for pupils where this may happen, preventative work as a focus
- Full involvement of parents/ carers/ child
- Debrief opportunities for all

# Navigating the grey areas...

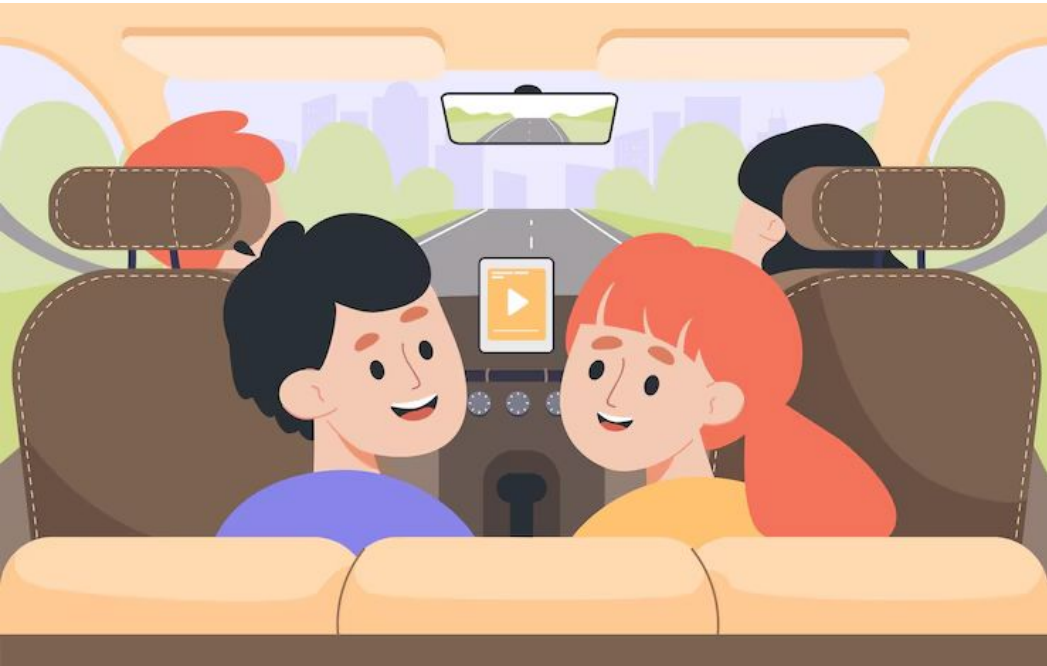
## Sharing confidential pupil information to another member of staff



- Only when necessary – understand what is confidential
- Record what information has been shared and with who- think about the location you are in
- Consider how you would report gossiping about families

# Navigating the grey areas...

## Taking a detour when transporting a child home



- Share routes with other staff/ changes of plans
- Do not go alone unless absolutely necessary
- Child sits in the back – different staff check in with the child
- Consider hands free communication
- Inform parents at the time (may be a colleague who does this)
- Keep accurate records and review if happens repeatedly

# Navigating the grey areas...

## Assisting a child with toileting

- As a temporary measure or part of a care routine, make a plan
- Involve the child and parents/ carers
- Plan for staff absence and record in the plan
- Have a separate staff member checking in with the child
- Consider which toilet will be used and who else may need it
- Monitor attendance and behaviour
- Keep records

