

Whistleblowing Policy and Procedure

Introduction

This policy applies to all staff, volunteers and contractors, paid and unpaid, working in the school including governors.

Training is provided on whistleblowing as part of the safeguarding and child protection training regularly provided by the school.

The School has adopted this policy and the accompanying procedure on whistleblowing to enable members of staff to raise concerns internally and in a confidential fashion about fraud, malpractice, health and safety, criminal offences, miscarriages of justice, a failure to comply with legal obligations, sexual harassment, inappropriate behaviour or unethical conduct. The policy also provides, if necessary, for such concerns to be raised outside the organisation.

Members of staff must acknowledge their individual responsibilities to bring matters of concern, including low-level concerns, to the attention of senior management and/or relevant agencies. Although this can be difficult, this is particularly important where the welfare of children may be at risk.

Don't think what if I'm wrong - think what if I'm right

About this Policy

The School is committed to conducting its business with honesty and integrity and expects all staff to maintain high standards. However, all organisations face the risk of things going wrong from time to time, or of unknowingly harbouring illegal or unethical conduct. A culture of openness and accountability is essential in order to prevent such situations occurring and to address them when they do occur.

Aims

The School's policy on whistleblowing is intended to demonstrate that it:

- will not tolerate malpractice, prejudice or discrimination;
- encourages staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated, as appropriate;
- encourages a culture of safety and of raising concerns;
- encourages a culture of valuing staff and of reflective practice;
- respects the confidentiality of staff raising concerns and will provide procedures to maintain confidentiality so far as is consistent with progressing the issues effectively;
- will provide the opportunity to raise concerns outside of the normal line management structure where this is appropriate;
- will only invoke the School's disciplinary procedure in the case of false, malicious, vexatious or frivolous allegations. The policy seeks to reassure staff that they can raise genuine concerns without fear of reprisal, even if they turn out to be mistaken; and
- will provide a clear and simple procedure for raising concerns, which is accessible to all members of staff.

Scope of this policy and procedure

This procedure is separate from the School's adopted procedures regarding grievances. Individuals should not use the whistleblowing procedure to raise concerns relating to their own personal circumstances, such as the way they have been treated at work. In those cases, the School's Grievance Procedure Policy should be used, as appropriate. If you are uncertain whether something is within the scope of this procedure you should first seek advice from the Head, Director of Finance or Director of Operations.

This procedure is to enable members of staff to express a legitimate concern regarding suspected malpractice within the School.

Malpractice is not easily defined; however, it includes allegations of fraud, financial irregularities, corruption, bribery, dishonesty, acting contrary to the staff code of conduct, criminal activities, or failing to comply with a legal obligation, a miscarriage of justice, or creating or ignoring a serious risk to health, safety or the environment (negligence).

For the avoidance of doubt, under the Employment Rights Act 2025, disclosures relating to sexual harassment are expressly recognised as protected disclosures. Staff may raise concerns about sexual harassment affecting themselves or others, whether or not the behaviour is directed at them personally.

A whistleblower is a person who raises a genuine concern relating to suspected malpractice within the School. If you have any genuine concerns related to suspected malpractice affecting any of the School's activities (a whistleblowing concern) you should report it under this procedure.

If staff and volunteers feel unable to raise an issue with the School or feel that their genuine concerns are not being addressed, they may report their concerns to other whistleblowing channels, such as:

- Protect, an independent whistleblowing charity (helpline: 020 3117 2520, email: whistle@protect-advice.org.uk, website <https://protect-advice.org.uk>).
- The NSPCC whistleblowing helpline (tel: 0800 028 0285 or email: help@nspcc.org.uk).

Confidentiality

We hope that staff will feel able to voice whistleblowing concerns openly under this procedure. However, if you wish to raise a concern confidentially, we will make every effort to keep your identity secret. If it is necessary for anyone investigating the concern to know your identity, this will be discussed with you.

If there is evidence of criminal activity then the Police will in all cases be informed.

We do not encourage staff to make disclosures anonymously. Proper investigation may be more difficult or impossible if we cannot obtain further information from you. It is also more difficult to establish whether any allegations are credible. Whistleblowers who are concerned about possible reprisals if their identity is revealed should discuss this with the Head, Director of Finance or Director of Operations and appropriate measures can then be taken to preserve confidentiality. If you are in any doubt you can seek advice from Protect, the independent whistleblowing charity, who offer a confidential helpline. Their contact details are set out above.

Raising a whistleblowing concern

Concerns should normally be raised with a member of the Senior Management Team. However, where the concern relates to sexual harassment, involves a senior leader, is deemed more serious, or you reasonably believe the matter will not be taken seriously or may result in detriment, you may raise the concern directly with the Head, Senior Deputy Head, Director of Operations or Director of Finance without first approaching your line manager.

If you feel unable to approach the Head, Senior Deputy Head, Director of Operations or Director of Finance directly, then the Chair of Governors should be the first point of contact.

In addition, where the concern involves the Head, or you reasonably believe that raising it internally may result in the concealment of evidence or in victimisation, you may raise the matter directly with the Chair of Governors. This reflects the escalation protections set out in the Employment Rights Act 2025.

A meeting will be arranged with you as soon as possible to discuss your concern. You may bring a colleague or union representative to any meetings under this procedure. Your companion must respect the confidentiality of your disclosure and any subsequent investigation. You may be required to attend additional meetings in order to provide further information as the concerns raised are investigated.

Any concern raised will be investigated thoroughly and in a timely manner, and appropriate corrective action will be pursued. You will be kept informed of the progress of the investigation and its likely timescale. Whenever possible and subject to third party rights, you will be informed of the resolution. However, sometimes the need for confidentiality may prevent us giving you specific details of the investigation or any disciplinary action taken as a result. You should treat any information about the investigation as confidential.

Concerns relating to sexual harassment will be handled with particular urgency and sensitivity, in line with statutory expectations. The School will ensure that investigations are timely, proportionate and transparent, while maintaining confidentiality wherever possible.

If you are not satisfied that your concern is being properly dealt with, you will have a right to raise it in confidence with the Governing Body. Alternatively, you can follow the external procedure below.

External Procedures

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in school. In most cases you should not find it necessary to alert anyone externally.

However, where all internal procedures have been exhausted, a member of staff shall have a right of access to an external person/body. This may include (depending on the subject matter of the disclosure) HMRC, the Audit Commission, the Health and Safety Executive and/or the Local Authority Designated Officer (LADO) where the disclosure relates to a child protection issue.

It will very rarely, if ever, be appropriate for you to alert the media.

It should be noted that under the Public Interest Disclosure Act 1998, there are circumstances where a member of staff may be entitled to raise a concern directly with an external body where the individual reasonably believes :-

- that exceptionally serious circumstances justify it;
- that the School would conceal or destroy the relevant evidence;
- where they believe they would be victimised by the School; or
- where the Secretary of State has ordered it.

We strongly encourage you to seek advice before reporting a concern to anyone external. The independent whistleblowing charity, Protect (see above), operates a confidential helpline. They also have a list of prescribed regulators for reporting certain types of concern.

Malicious Accusations

False, malicious, vexatious or frivolous accusations will be dealt with under the School's Disciplinary Procedure.

Protection from Reprisal or Victimisation

It is understandable that whistleblowers are sometimes worried about possible repercussions. We aim to encourage openness and will support staff who raise genuine concerns under this policy, even if they turn out to be mistaken.

Under the Employment Rights Act 2025, staff are protected from detriment, dismissal or any form of victimisations arising from making a protected disclosure, including disclosures relating to sexual

harassment. If you believe that you have suffered any such treatment, you should inform the Head, Senior Deputy Head, Director of Operations or Director of Finance immediately. If the matter is not remedied, you may raise it formally using the School's Grievance Procedure. The School will take all reasonable steps to prevent such detriment and will act promptly where concerns are raised.

You must not threaten or retaliate against whistleblowers in any way. If you are involved in such conduct you may be subject to disciplinary action.

This Whistleblowing Policy should be read in conjunction with the following:

[Safeguarding and Child Protection Policy](#)

[Health and Safety Policy](#)

[Code of Conduct for Staff](#)

[Disciplinary Policy and Procedure](#)

[Grievance Policy and Procedure](#)

["Keeping children safe in education: Statutory guidance for schools and colleges"](#)