



**PENCOMBE  
C.E. SCHOOL**

# Whistleblowing Policy

## January 2024

In God's hands, we love, learn, grow and inspire

“What shall we say the kingdom of God is like, or what parable shall we use to describe it? It is like the mustard seed, which is the smallest of all seeds on the earth. Yet, when planted, it grows and becomes the largest of all garden plants, with such big branches that the birds can perch in its shade.”

Mark 4: 30-32

Date Approved by the Board of Governors	
Effective Period	Jan 2024 - Jan 25
Reviewer	Liz Orton
Next Review Date	January 2025

## 1. INTRODUCTION

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

1.2 The school is committed to the highest possible standards of openness, probity and accountability. In line with that commitment, we expect employees and others that we deal with who have serious concerns about any aspect of the school's work to come forward and voice those concerns. It is recognised that many cases will have to proceed on a confidential basis.

1.3 This policy document makes it clear that you can do so without fear of victimisation, subsequent discrimination or advantage. This Confidential Reporting policy is intended to encourage and enable employees to raise serious concerns within the school rather than overlooking a problem or 'blowing the whistle' outside.

1.4 The Code applies to all employees and those contractors working for the school on school premises, for example, agency staff, builders, drivers. It also covers suppliers and those providing services under a contract with the school in their own premises.

1.5 These procedures are in addition to the school's complaints procedures and other statutory reporting procedures. You are responsible for making service users aware of the existence of these procedures.

1.6 This policy has been discussed with the relevant trade unions and professional organisations and has their support.

## 2. AIMS AND SCOPE OF THIS POLICY

2.1 This policy aims to:

- encourage you to feel confident in raising serious concerns and to question and act upon concerns about practice.
- provide avenues for you to raise those concerns and receive feedback on any action taken.
- ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made any disclosure in good faith.

2.2 There are existing procedures in place to enable you to lodge a grievance relating to your own employment. This policy is intended to cover major concerns that fall outside the scope of other procedures. These include:

- conduct which is an offence or a breach of law.
- disclosures related to miscarriages of justice.
- health and safety risks, including risks to the public as well as other employees.
- damages to the environment.
- the unauthorised use of public funds.
- possible fraud and corruption.

- sexual or physical abuse of clients, or
- other unethical conduct including radicalisation or extremist behaviours.

2.3 Any serious concerns that you have about any aspect of service provision or the conduct of officers or members of the school or others acting on behalf of the school can be reported under this Policy. This may be about something that:

- makes you feel uncomfortable in terms of known standards, your experience or the standards you believe the school subscribe to; or
- is against the school's policies; or
- falls below established standards of practice; or
- amounts to improper conduct.

### **3. SAFEGUARDS**

3.1 The school recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer and those for whom you are providing a service.

3.2 The school will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith. The Public Interest Disclosure Act 1998 provides additional protection for staff who use this Policy.

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

3.4 This policy encourages you to put your name to your allegation whenever possible but concerns expressed anonymously are much less powerful and will be considered at the discretion of the School.

3.5 If you make an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against you. If, however, you make an allegation maliciously or for personal gain, disciplinary action may be taken against you.

### **4. HOW TO RAISE A CONCERN**

4.1 As a first step, you should normally raise concerns with the Head of School who is the Designated Safeguarding Lead. This depends, however, on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice. For example, if you believe that your management is involved, you should approach the Chair of Governors.

4.2 Concerns may be raised orally or in writing.

4.3 The earlier you express the concern the easier it is to take action.

4.4 Although you are not expected to prove beyond doubt the truth of an allegation, you will need to demonstrate to the person contacted that there are reasonable grounds for your concern.

4.5 Advice and guidance on how matters of concern may be pursued can be obtained from the Head of School who has a legal responsibility to ensure that the school acts properly at all times.

4.6 You may wish to consider discussing your concern with a colleague first and you may find it easier to raise the matter if there are two (or more) of you who have had the same experience or concerns.

4.7 You may invite your trade union or a friend to be present during any meetings or interviews in connection with the concerns you have raised.

## **5. HOW THE SCHOOL WILL RESPOND**

5.1 The school will respond to your concerns. Do not forget that testing your concerns is not the same as either accepting or rejecting them.

5.2 Where appropriate, the matters raised may:

- be investigated by management, internal audit, or through the disciplinary process.
- be referred to the police.
- Be referred to the Local Authority Designated Officer (LADO).
- be referred to the external auditor.
- form the subject of an independent inquiry.

5.3 In order to protect individuals and those accused of misdeeds or possible malpractice, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. The overriding principle which the school will have in mind is the public interest. Concerns or allegations which fall within the scope of specific procedures (for example, child protection or discrimination issues) will normally be referred for consideration under those procedures.

5.4 Some concerns may be resolved by agreed action without the need for investigation. If urgent action is required this will be taken before any investigation is conducted.

5.5 Within ten working days of a concern being raised, the responsible person you have contacted will write to you:

- acknowledging that the concern has been received.
- indicating how we propose to deal with the matter.
- giving an estimate of how long it will take to provide a final response,
- telling you whether any initial enquiries have been made.
- supplying you with information on staff support mechanisms, and
- telling you whether further investigations will take place and, if not, why not.

5.6 The amount of contact between the officers considering the issues and you will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, the school will need further information from you.

5.7 Where any meeting is arranged, off-site if you so wish, you can be accompanied by a union or professional association representative or a friend.

5.8 The school will take steps to minimise any difficulties which you may experience as a result of raising a concern. For instance, if you are required to give evidence in criminal or disciplinary proceedings the school will arrange for you to receive advice about the procedure.

5.9 The school accepts that you need to be assured that the matter has been properly addressed. Thus, subject to legal constraints, we will inform you of the outcomes of any investigation.

## **6. THE RESPONSIBLE OFFICER**

The Executive Headteacher has overall responsibility for this policy. She will maintain a record of concerns raised and the outcomes (but in a form which does not endanger your confidentiality) and will report as necessary to the school Governing Body.

## 7. HOW THE MATTER CAN BE TAKEN FURTHER

7.1 This policy is intended to provide you with an avenue within the school to raise concerns. The school hopes you will be satisfied with any action taken. If you are not, and if you feel it is right to take the matter outside the school, the following are possible contact points:

- The District Auditor
- your trade union
- your local Citizens Advice Bureau
- relevant professional bodies or regulatory organisations
- a relevant voluntary organisation
- the police
- NSPCC Whistleblowing helpline: [help@nspcc.org.uk](mailto:help@nspcc.org.uk) or 0800 0280285.

In addition, information and advice can be obtained from the charity – **Protect**. This charity offers free legal advice in certain circumstances about serious malpractice at work. Their literature states that matters are handled in strict confidence and without obligation.

Contact details for the charity are as follows:

Protect – The Green House, 244-254 Cambridge Health Road, London E2 9DA

Email: [whistle@protect-advice.org.uk](mailto:whistle@protect-advice.org.uk) PROTECT ADVICE LINE 02031 172520 (option 1)

Business Support: 02031 172520 (option 2).

7.2 If you do take the matter outside the school, you should ensure that you do not disclose confidential information. Check with the contact point about that.

***The legal background relating to 'whistleblowing' is covered by the PUBLIC DISCLOSURE ACT 1988 which affords protection against dismissal penalty where an employee discloses in good faith, with reasonable grounds for belief in the disclosure.***