



# Whistleblowing Policy



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**Annual Review – next due June 2023**

# Akaal Primary School: Whistleblowing Policy

**Headteacher: Zoë Parkes**

**Chair of the Governing Board: Mr Teja S Sidhu**

## Scope of this Policy

1.1 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.

1.2 This policy is not intended to be used where other, more appropriate, procedures are available. If you are aggrieved by your personal position you will be directed towards the school's Staff Grievance Policy. If you believe you are being harassed or bullied then you will be directed towards the Dignity at Work Policy.

1.3 If your complaint is intended to cover Safeguarding issues then please see the Safeguarding Policy/Child Protection procedures, or if you wish to discuss complaints regarding the school which is not within the scope of this document then please see the school's Complaints Procedure.

1.4 If any complaints of the nature described in 1.2-1.3 are initially received under the Confidential Reporting Code, they will be dealt with under other more suitable procedures as indicated in those paragraphs.

1.5 The Confidential Reporting Code in section 8 of this policy is intended to cover major concerns that fall outside the scope of other procedures. These include all those included in paragraph 1.1 but that list is not exhaustive.

1.6 Thus, any serious concerns that you have about any aspect of the school or the conduct of the staff, Governors or others acting on behalf of the school can be reported under the Confidential Reporting Code. This may be about something that:

- makes you feel uncomfortable in terms of known standards, your experience or the standards you believe the school subscribes to;
- is against the schools standing orders, financial regulations and policies;
- falls below the standards of practice;
- amounts to improper conduct;
- breaches the schools procedures; and
- disclosure of the information is in the public interest.

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## Whistleblowing

**2.1 Whistleblowing** is the disclosure of information that relates to suspected wrongdoing or dangers at work. This may include:

- criminal activity
- negligence, including in service delivery or breach of contractual requirement;
- failure to comply with any legal or professional obligation, regulatory requirements or requirements in the employee code of conduct;
- false reporting or perjury;
- miscarriages of justice;
- danger to the health or safety of pupils, employees, visitors and members of the public;
- failure to carry out risk assessments
- mishandling dangerous materials
- bribery
- financial fraud or mismanagement including tampering with tender documentation, manipulation of accounting records and finances, inappropriate use of school assets or funds;
- breach of the school's internal policies and procedures;
- conduct likely to damage the school's reputation;
- unauthorised disclosure of confidential information;
- inappropriate use of school assets or funds;
- the deliberate concealment of any of the above matters;
- sexual, physical or any other form of abuse of a pupil or employee;
- other unethical conduct, including inappropriate receipts of gifts and hospitalities, breach of school governance arrangement.

A **Whistle-blower** is a person who raises a genuine concern relating to any of the above. If you have any genuine concerns related to suspected wrongdoing or danger affecting any of our activities (a whistleblowing concern), you should report it under this policy.

**2.2** This policy applies to all employees working in Akaal Primary School who have major concerns over any wrongdoing within such schools relating to unlawful conduct, financial malpractice or dangers to the public or the environment.

**2.3 (a)** The Governing Board has a duty to ensure that all staff, volunteers and other relevant personnel are aware of the procedures and how concerns will be managed. It will therefore circulate this Policy every 12 months for all staff, volunteers and other relevant personnel to read and to sign a record confirming that they have done so.

**(b)** The staff and governors seek to run all aspects of school business and activity with full regard for high standards of conduct and integrity. In the event that members of school staff, parents, governors or the school community at large become aware of activities which give cause for concern, the confidential reporting code in this policy acts as a framework to allow

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concerns to be raised confidentially and provides for a thorough and appropriate investigation of the matter to bring it to a satisfactory conclusion.

2.4 The Governing Board is committed to tackling fraud and other forms of malpractice and treats these issues seriously. We recognise that some concerns may be extremely sensitive and have therefore developed a system that allows for the confidential raising of concerns within the school environment, but also has recourse to an external party outside the management structure of the school as set out in paragraph 8.7.

2.5 The provisions of this policy apply to matters of suspected fraud and impropriety and not matters of more general grievance which would be dealt with under the schools grievance policies.

2.6 The Governing Board is committed to creating a climate of trust and openness so that a person who has a genuine concern or suspicion can raise the matter with full confidence that the matter will be appropriately considered and resolved.

2.7 This policy sets out a framework within which you can raise concerns without fear of victimisation, subsequent discrimination or disadvantage. The policy is intended to encourage and enable serious concerns to be raised rather than overlooking a problem.

### **3. Who is covered by the school's confidential reporting code?**

3.1 All employees in or working with or assisting Akaal Primary School may use this Code. This includes permanent and temporary employees, and employees seconded to a third party. It is also applicable to:

- contractors working for the school on school premises, for example, agency staff, builders, drivers;
- suppliers and those providing services under a contract with the school in their own premises.

Any concerns relating to the third party, if relevant to the employees secondment, can also be raised under this Code.

### **4. Safeguards**

4.1 The Headteacher and the Governing Board are committed to good practice and high standards and want to be supportive of employees.

4.2 The Headteacher and the Governing Board recognise that the decision to report a concern can be a difficult one to make. If you are acting in good faith, 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.

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4.3 The Headteacher and the Governing Board 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.

4.4 Any investigation into allegations of potential malpractice will not influence or be influenced by any disciplinary, redundancy or other procedures that already affect you.

### **5. Confidentiality**

5.1 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.

### **6. Anonymous allegations**

6.1 The Confidential Reporting Code encourages you to put your name to your allegation whenever possible.

6.2 Concerns expressed anonymously are much less powerful but may be considered at the discretion of the Governing Board.

6.3 In exercising this discretion the factors to be taken into account would include:

- the seriousness of the issues raised;
- the credibility of the concern;
- the likelihood of confirming the allegation from attributable sources; and
- whether the allegations are likely to have been made in good faith.

### **7. Untrue allegations**

7.1 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, an allegation is shown to be deliberately invented or malicious, the Governing Board will consider whether any disciplinary action is appropriate against the person making the allegation.

### **8. The Confidential Reporting Code - How to raise a concern**

8.1 If you are an employed member of staff, as a first step, you should normally raise concerns with the Headteacher, who will report the matter to the Governing Board. However if the Headteacher is the potential transgressor, or you hold any other role at school, you should raise your concern with the Chair of the Governing Board. If the Chair is a potential transgressor then you should report your concerns to another Governor who you feel will be able to take an impartial view of what you say. Not every concern raised will be treated as a confidential disclosure under this Code. Some concerns will be investigated and dealt with under alternative policies and procedures (eg disciplinary matters will be dealt with under the disciplinary procedure).

8.2 You may wish to contact your trade union for advice and guidance.

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8.3 Concerns may be raised orally or in writing. You should expect anyone to whom you express concerns orally to make notes of your concerns. Employees who wish to make a written report are invited to use the following format:

- the background and history of the concern (giving relevant dates);
- the reason why you are particularly concerned about the situation.

In any case, you should also, as far as possible, provide evidence to support your concern.

8.4 As a whistle-blower, you are protected by law – you should not be treated unfairly or lose your job because you “blow the whistle”. You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

8.5 Although you are not expected to prove beyond doubt the truth of an allegation, you must act in good faith and you will need to demonstrate to the person contacted that there are reasonable grounds for your concern.

8.6 Advice and guidance on how matters of concern may be pursued can be obtained from either the Headteacher, the Chair of the Governing Board, or your trade union.

8.7 If as a last resort, you really feel unable, or do not wish to discuss your concerns, with the Headteacher or a Governor, you can contact a charity called Protect (formerly known as “Public Concern at Work”) which can provide free confidential advice on how an issue should be dealt with. Their telephone number is 020 3117 2520 and their website is <https://protect-advice.org.uk>

8.8 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.

8.9 You can be accompanied by a representative of a trade union or professional association or by a friend during any meetings or interviews in connection with the concerns you have raised. These may be off-site if appropriate.

### **9. How will the Governing Board respond?**

9.1 If you have informed the Headteacher or governors of your concern, a process of fact-finding will start within seven days. The person(s) responding to your concerns will hold a conversation with you to clarify understanding of them. Do not forget that testing out your concerns is not the same as either accepting or rejecting them.

9.2 Where appropriate, the matters raised may;

- be investigated by the Headteacher or Governing Board.
- be referred to the external auditor;
- be referred to the Police;
- form the subject of an independent inquiry.

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- 9.3 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 is that of 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.
- 9.4 While the purpose of this Code is to enable the Governing Board to investigate possible malpractice and take appropriate steps to deal with it, the Governing Board will give you as much feedback as it properly can.
- 9.5 Usually within 10 working days of a concern being raised, the person looking into the concern will write to the person raising the concern:
- acknowledging that the concern has been received ;
  - indicating how the matter will be/has been dealt with;
  - giving an estimate of how long it will take to provide a full response if this is not the full response;
  - supplying information on support available to you; and
  - saying whether further investigations will take place and if not, why not.
- 9.6 The amount of contact between you and the person considering the issues will depend on the nature of the matters raised, the potential difficulties involved and the clarity of information provided. However, the person investigating the issues will be expected to keep you, the Headteacher, and / or the Governors informed of the progress of the matter on a monthly basis. If it is necessary to seek further information from you the investigating officer will do so without delay.
- 9.7 The Governing Board will take steps to minimise any difficulties that you may experience as a result of raising a concern.
- 9.8 The Governing Board accepts that you need to be assured that the matter has been properly addressed. Thus, subject to legal constraints and duties of confidentiality, you will be informed of the broad outcome of any investigation.
- 9.9 If you are still not satisfied as to how your concern has been dealt with, you should refer to section 11.

### **10. Other information**

- 10.1 The Governing Board will maintain a Schools Whistleblowing Register containing all concerns and outcomes that are brought to its attention.
- 10.2 As soon as a whistleblowing concern is received by the Headteacher / Governing Board, advice will be sought from the School's Human Resources provider. The Trust will ensure it has sufficient internal resources to follow the requirements of this policy, including appropriate support for the Headteacher in ensuring the Confidential Reporting Code is properly used.

### 11. How the matter can be taken further

11.1 This policy is intended to provide you with an avenue within the school to raise concerns. The Governing Board 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 designated independent organisation Protect (formerly Public Concern at Work);
- the external auditor;
- your trade union;
- your local Citizens Advice Bureau;
- relevant professional bodies or regulatory organisations;
- a relevant voluntary organisation;
- the Police and/or Health and Safety Executive.
- the Department for Education.
- Ofsted.

11.2 Employees who are concerned about wrongdoing or failures can make disclosures to a person or body, which has been prescribed by the Secretary of State for the purpose of receiving disclosures about the matters concerned. An employee making such a disclosure should ensure that he or she:

- is able to show that the disclosure was made in the reasonable belief that it was in the public interest ;
- reasonably believes that the information, and any allegation it contains, are substantially true; and
- reasonably believes that the matter falls within the description of matters for which the person or body has been prescribed (for example, breaches of health and safety regulations can be brought to the attention of the Health and Safety Executive or appropriate local authority, or environmental dangers can be notified to the Environment Agency). Again “Protect” will be able to assist with details of the prescribed organisations and provide appropriate advice.

11.3 An employee who makes a disclosure about a relevant failure which is exceptionally serious will be protected if the employee:

- Is able to show that the disclosure was made in the reasonable belief that it was in the public interest;
- reasonably believes that the information disclosed, and any allegation contained in it, are substantially true; and
- does not act for personal gain.

It must be reasonable for the employee to make the disclosure in view of all the circumstances, having regard in particular to the identity of the person to whom the disclosure is made.

11.4 If you do take the matter outside of the Governing Board, you should ensure that you do not disclose confidential information. If necessary, seek advice on this aspect from “Public Concern at Work”.



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We are committed to equal opportunities for all, irrespective of ethnicity, gender, sexuality, disability or religion. We will monitor the impact of this.