



WHISTLEBLOWING POLICY

*To love, to serve and
learn.*

We are a school family journeying together in God's love.
We serve each other to achieve our best.
We learn in fun and creative ways,
respecting everyone's gifts.

Policy Date: **July 2024**

Policy Status: **Statutory**

Policy Review Cycle: **Annual**

Next Review Date: **July 2025**

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

Introduction

At St Edward's we are committed to the highest possible standards of openness, probity and accountability and we encourage staff and others working with us to raise any concerns about any aspect of our work to come forward and voice those concerns. In some instances, concerns may need to be expressed on a confidential basis.

Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior leadership and/or relevant agencies. This procedure encourages staff to raise serious concerns, without fear of reprisal or victimisation, internally within school.

It applies to all staff, agency workers and supply staff and those contractors working on the premises, for example, cleaners and kitchen staff.

It is recognised that whistle blowing may engender feelings of disloyalty to colleagues or that staff may fear harassment or victimisation. These feelings, however natural, must never result in the behaviour that is causing concern, continuing.

This policy has been developed taking into account:

- The Public Interest Disclosure Act 1998, which protects whistle-blowers who report concerns, from subsequent harassment, victimisation and other unfair treatment arising out of the disclosure. The Act is incorporated into the Employment Rights Act 1996, which already protects employees who take action over, or raise concern about, health and safety at work.
- The sections of the Enterprise and Regulatory Reform Act 2013 relating to protected disclosures.

Other Complaints Procedures

This procedure is separate from the school Complaints Procedures and other statutory reporting procedures. Child Protection issues should be reported according to the specific guidelines laid out in that policy.

Any investigation into allegations of potential malpractice under this procedure will not influence or be influenced by any disciplinary or redundancy procedures that already affects an individual.

Behaviour that should cause concern:-

- conduct which is, has been or is likely to be an offence or breach of law
- conduct that has occurred, is occurring or is likely occur the result of which the
- school to comply with a legal obligation. For example:
 - unauthorised use of public funds,
 - possible fraud and corruption,

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

- verbal,
 - sexual or physical abuse
 - other unethical conduct
 - discrimination of any kind
 - a waste of or frivolous expenditure
- disclosures related past, current or likely miscarriages of justice
 - past, current or likely health and safety risks, including risks to the public as well as other employees
 - past, current or likely damage to the environment
- **Reasons for whistle-blowing**
 - Each individual has a responsibility for raising concerns about unacceptable practice or behaviour.
- To prevent the problem worsening or widening.
 - To protect or reduce risks to others.
 - To prevent becoming implicated yourself.

What stops people from whistle-blowing

- Starting a chain of events which spirals.
- Disrupting the work or project.
- Fear of getting it wrong.
- Fear of repercussions or damaging careers.
- Fear of not being believed.

How to raise a concern

- You should voice your concerns, suspicions or uneasiness as soon as you feel you can with your headteacher. The earlier a concern is expressed the easier and sooner action can be taken.
- Try to pinpoint exactly what practice is concerning you and why.
- If your concern is about the headteacher, or you feel you need to take it to someone outside the school, contact the LADO for your area, or the Chair of Governors.
- Make sure you get a satisfactory response - don't let matters rest.
- Ideally you should put your concerns in writing, outlining the background and history, giving names, dates and places where you can.

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

- A member of staff is not expected to prove the truth of an allegation but you will need to demonstrate sufficient grounds for the concern.

What happens next?

- You should be given information on the nature and progress of any enquiries.
- Your employer has a responsibility to protect you from harassment or victimisation.
- No action will be taken against you if the concern proves to be unfounded and was raised in good faith.
- Malicious allegations may be considered as a disciplinary offence.

Confidentiality

All concerns raised will be treated in confidence and every effort will be made not to reveal your identity if this is your wish. However, in certain cases, it may not be possible to maintain confidentiality if you are required to come forward as a witness.

Anonymous Allegations

Whenever possible you should put your name to your allegation as concerns expressed anonymously, are much less powerful than those that are attributed to a named individual. However anonymous allegations will be considered and investigated at the school's discretion.

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

- the seriousness of the issues raised
- the credibility of the concern; and
- the likelihood of confirming the allegation from attributable sources.

Self-reporting

There may be occasions where a member of staff has a personal difficulty, perhaps a physical or mental health problem, which they know to be impinging on their professional competence.

Staff have a responsibility to discuss such a situation with the Headteacher so professional and personal support can be offered to the member of staff concerned. Whilst such reporting will remain confidential in most instances, this cannot be guaranteed where personal difficulties raise concerns about the welfare or safety of children.

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

Further advice, support and contact details

It is recognised that whistle blowing can be difficult and stressful, advice and support is available from your Headteacher.

Other useful contacts:

Chair of Governors:

Ms Julie Bullock

Tel: 01928 572317 (*school number*)

Parish Priest - St Edward's Parish

Fr Peter Wright 01928 577755

LADO (Local Authority Designated Officer) Telephone: 0151 511 7174