

Whistleblowing Policy

Intent

This policy aims to:

- Create an environment where practices can be challenged to ensure the safest environment for students and staff.
- Protect staff raising concerns.
- Protect staff from malicious unfounded concerns.

As identified in 'Working Together to Protect Children (July 2018)', to have 'clear whistle blowing procedures' which reflect Sir Robert Francis' freedom to speak up review. This review and policy highlight:

- The importance to listen to staff.
- Staff raising concerns often know when things are not working.
- The importance that staff can raise concerns, whether to a line manager or another person outside the line manager.

To use Public Interest Disclosure Act 1998 to guide the school in managing such instances.

Implementation

Staff whistleblowing are raising concerns of wrongdoing. Staff may have concerns which may put a child at risk, decisions that are being made for 'personal gain' or illegal activities (e.g. fraud).

This may include:

- Risks putting people in danger.
- Damage to environment.
- Covering up wrongdoing.
- Misuse of school finance.
- Actions putting child welfare at risk.
- Lack of action regarding safeguarding (please refer to safeguarding)

Staff should raise concern early (when there is reasonable suspicion) not wait for investigation. If staff have such concerns they need to consider if they can raise the concern to:

- Line manager.
- Head of School (DSL) staff allegations.
- DDSL – safeguarding
- Directors

If Staff do not feel they can report the concern internally, staff can contact external services including:

Leicestershire County Council	Telephone: 0116 305 7597
Leicester City Council	Telephone: 0116 454 2419
HSE	Telephone: 0300 003 1647 Monday to Friday from 8.30am to 5pm Wednesdays 10am to 5pm
Department of Education	https://www.gov.uk/contact-dfe DfE helpline Telephone: 0370 000 2288 Monday to Friday, 9am to 5pm
OFSTED	Email enquiries@ofsted.gov.uk Telephone: 0300 123 1231
NSPCC	Email: help@nspcc.org.uk Telephone: 0808 028 0285
Public Concern at Work	www.pcaw.org.uk or telephone 020 3117 2520

Staff raising concerns should feel free of reprise, unless found to be malicious.

Internal response

On receipt of the concern the allocated manager will complete preliminary investigation. To assess facts. This initial assessment may identify the need to work collaboratively with agencies such as Allegation Officer.

All records will be kept throughout investigation. The findings will aim to provide developmental targets. May include disciplinary action or referral to third party such as police.

The whistle blower will be informed of the outcome of the investigation and action taken.

If the whistle blower is dissatisfied with the conduct of the investigation and action taken, they can raise the concern to one of the bodies identified above

Malicious or unfounded concern

If malicious/unfounded concerns intending to create mischief will be taken seriously and disciplinary action taken.

Confidentiality

Reasonable steps will be taken to protect the staff member, who has raised the concerns, anonymity, this can be requested by the individual. Where the information must be shared with a 3rd party agency this should be disclosed to the reporting staff.

Staff who have reported the concern to an external agency are protected through the Public Interest Disclosure Act 1998. This sets out that an employee would be 'unfairly dismissed' if based on a protected disclosure.

Staff should not be treated any differently especially to the 'detriment' of the individual after making a concern known. This would include being treated less favourably or overlooked for development or promotion.

Impact

In the event of managing whistleblowing it will be important for the School's management team to:

- Reflect on the statements made
- Ensure matters of concern, where founded, are acted upon accordingly
- Where appropriate allocated leaders have set action plans to be completed in a timely manner
- Use such scenarios as an opportunity to recognise staff have followed procedure and that through appropriate challenge of systems the best environment for all to succeed can be created


Related Policies:

Safeguarding Policy, Behaviour Policy, Health and Safety Policy

Policy owned by: Sachin Dogra (Head of School)**Revision Control:**

Revision Number	Page Number/s	Revision explanation	Date of change
		Complete Review of previous Policy 01/09/2017 (Sachin Dogra)	02/03/2020

Approved Sign off:

Sign needed by:	Name	Signed	Date
Proprietor	Gemma Thompson		03/03/ 2020