

*Part of the Slough and East Berkshire CofE Multi Academy Trust*  
**Lynch Hill School Primary Academy**

## **Whistleblowing Policy**

**'Learning Together'**  
**We Aspire Achieve Respect;**  
**We Aim High, Work Hard, Care Deeply**



Member of Staff Responsible	Mrs L. Tomlinson
Position	Headteacher
Dated	September 2017
Date of next review	September 2021

## **Introduction:**

The staff and governors seek to run all aspects of the school 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 school has established the following whistleblowing policy, or code of practice, which acts as a framework to allow concerns to be raised confidentially and provides for a thorough and appropriate investigation of the matter to bring it to a satisfactory conclusion.

Throughout this policy, the term *whistleblowing* denotes the person raising the concern or making the complaint.

The governing body is committed to tackling fraud and other forms of malpractice and treats these issues seriously. The governors recognise that some concerns may be extremely sensitive and has therefore developed a system which 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.

The governors are 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.

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 grievance procedures.

### **When might the whistleblowing policy apply?**

The type of activity or behaviour which the governors consider should be dealt with under the policy includes:-

- Manipulation of accounting records and finances
- Inappropriate use of school assets or funds
- Decision – making for personal gain
- Any criminal activity
- Abuse of position
- Fraud & deceit
- Serious breaches of school procedures which may advantage a particular party (for example tampering with tender documentation, failure to register & personal interest)

### **What action should the whistleblower take?**

The governors encourage the whistleblower to raise the matter internally in the first instance to allow those school staff and governors in positions of responsibility and authority the opportunity to right the wrong and give an explanation for the behaviour or activity.

The governing body has designated a number of individuals to specifically deal with such matters and the *whistleblower* is invited to decide which of those individuals would be the most appropriate person to deal with the matter.

#### Name and Position

Mrs L Tomlinson - Headteacher

TBC - Chair of Finance Committee

Ms D Fletcher - Chair of Governors

Mr G Kaye-Taylor - Vice-Chair of Governors

The *whistleblower* may prefer to raise the matter in person, by telephone or in written form marked private & confidential and addressed to one of the above named individuals. All matters will be treated in strict confidence and anonymity will be respected wherever possible.

Alternatively, if the *whistleblower* considers the matter too serious or sensitive to raise within the internal environment of the school, the matter should be directed to the Department for Education.

In addition, information and advice can be obtained from the charity Public Concern at Work. This charity offers free legal advice in certain circumstances to people concerned 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:-

Public Concern at Work  
Suite 306  
16 Baldwins Gardens  
London EC1N 7RJ

Tel:0207 404 6609

### **How will the matter be progressed?**

The individual(s) in receipt of the information or allegation (the investigating officer(s)) will carry out a preliminary investigation. This will seek to establish the facts of the matter and assess whether the concern has foundation and can be resolved internally. The initial assessment may identify the need to involve third parties to provide further information, advice or assistance, for example involvement of other members of school staff, the school's external auditors, legal or personnel advisors, the police and the Department for Education.

Records will be kept of work undertaken and actions taken throughout the investigation. The investigating officer(s), possibly in conjunction with the governors, will consider how best to report the findings and what corrective action needs to be taken. This may include some form of disciplinary action or third party referral such as the police.

The *whistleblower* will be informed of the results of the investigation and the action taken to address the matter. Depending on the nature of the concern or allegation and whether or not it has been substantiated, the matter will be reported to the Governing Board.

If the *whistleblower* is dissatisfied with the conduct of the investigation or resolution of the matter or has genuine concerns that the matter has not been handled appropriately, the concerns should be raised with the investigating officer(s) and/or the Governing Board.

### **Respecting confidentiality**

Wherever possible the governors seek to respect the confidentiality and anonymity of the *whistleblower* and will as far as possible protect him/her from reprisals. The governing body will not tolerate any attempts to victimise the *whistleblower* or attempts to prevent concerns being raised and will consider any necessary disciplinary or corrective action appropriate to the circumstances.

### **Raising unfounded malicious concerns**

Individuals are encouraged to come forward in good faith with genuine concerns with the knowledge they will be taken seriously. If individuals raise malicious unfounded concerns or attempt to make mischief, this will also be taken seriously and may constitute a disciplinary offence or require some other form of penalty appropriate to the circumstances.