

Title:	Whistleblowing Policy		
Ref.:	EM023	Rev.:5	Date: April 2021

Whistleblowing Policy (ISI 7b)

Rev	Date	Amendment	Approved By:	Authorised By:
5	April 2021	Full Review - Updated Charity Contact Details	JL	RU
4	Feb 2019	Full Review	JL	RU
3	March 2018	Reviewed & Formatted, PCAW contact details updated.	JL	RU
2	May 2015	Update for new KCSiE	BA	RW
1	April 2014	Logo change & Public Concern at Work contact details	BA	RW
0	e.g. April 2010	e.g. First draft	e.g. BA	e.g. RW

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1 Whistleblowing Policy (including concerns regarding Safeguarding)

The Public Interest Disclosure Act 1998 protects employees who disclose information where they have reasonable grounds to believe that their employer has committed crimes, breaches of legal obligation, miscarriages of justice, breaches of health and safety and environmental legislation or deliberate covering up of any of the above. Any such disclosures must be in good faith and employees must have reasonable grounds for their belief.

The School has policies and procedures which meet the legal requirements of an independent school. The School relies upon all those who work here to ensure that everyone follows those policies and procedures. All employees should raise internally any concerns about any behaviour which may affect the reputation of the School or any persons connected with the School, the pupils or the parents.

Examples of behaviour worthy of raising include: theft; corruption; breach of contract; negligence; danger to health and safety; abuse of authority; discrimination; any action endangering the welfare of a pupil, concerns about poor or unsafe safeguarding procedures, and pollution. The above list is not exhaustive and if you are concerned about any danger, fraud or unethical behaviour relating to the School or any persons connected with the School, the pupils or the parents, you should raise this in accordance with the following procedures.

1.1 Procedure

You should use the School's Grievance Procedure to bring an issue to its attention but if your concern is a safeguarding one involving another member of staff, in light of the potentially sensitive and serious nature of such issues, you should raise this with the Head. If it is not appropriate for you to raise your concern with the Head, you should contact the Chairman of the Governing Board.

You will not suffer any detriment as a result of raising such issues in good faith and following the [Grievance Procedure](#). The School will take appropriate action to protect you from harassment or victimisation; if required we will provide mediation and dispute resolution. In the event that you are subjected to a detriment (victimisation, harassment or bullying) by any person employed by the School, you must inform your line manager (or if this is not appropriate, the Pastoral Deputy Head) immediately.

If it should become clear that the Procedure was not invoked in good faith, for example for reasons of a malicious or personal nature, this will be treated as misconduct and will be dealt with in accordance with the School's Disciplinary Procedure.

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1.2 Sources of Information

If you are unsure whether you should raise an issue under this policy, or you need advice on raising such issues, you can obtain free confidential advice from The Whistleblowing Charity: Protect.

Protect: Speak up, Stop Harm

Website

<https://protect-advice.org.uk/>

Telephone Number: 0203 1172520