

Roberttown CE (c) J&I School Whistleblowing



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Whistleblowing Policy – Reporting Concerns

Introduction

Our employees in schools will often be the first to notice if there is something seriously wrong within their workplace. Sometimes it may seem difficult to speak up because of feelings of disloyalty, or because of a fear of harassment or victimisation.

We expect the highest standards of behaviour and all employees have a responsibility to voice any concerns they have, normally with the Headteacher or Chair of Governors.

This Whistleblowing procedure is independent and confidential. It can be anonymous if you wish. We will make sure that you will not be victimised or suffer disadvantage if you report your genuine concerns.

It allows employees to bring to the attention of those who can make a difference any practice which they believe or suspect:

- is unlawful
- is a serious breach of the council's policies, procedures and rules (for example, Safeguarding responsibilities)
- falls substantially below established standards of practice
- amounts to improper conduct

It is difficult to come up with a complete list of issues which might cause concern, but you should report known or strongly suspected fraud, corruption, bribery, theft or financial irregularities; the physical, mental or sexual abuse of clients; unfair discrimination; abuse of power; dangerous practices; criminal conduct; serious damage to the environment; negligence; unprofessional behaviour and evasion of statutory responsibilities.

The malpractice might be carried out by school employees, council employees, contractors, consultants, or by members of the governing body.

This procedure is not to be used if you are generally dissatisfied at work or as a replacement to your existing employment rights with the school and as a council employee or as an employee in a controlled school (e.g. Catholic, CoE. or Trust). If you make any allegations maliciously or for personal gain, you may be disciplined.

What Is A Whistleblower?

You're a whistleblower if you're a worker and you report certain types of wrongdoing. This will usually be something you've seen at work - though not always.

The wrongdoing you disclose must be in the public interest. This means it must affect others, e.g. the general public.

As a whistleblower you're protected by law - you shouldn't 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.

Who Is Protected By The Law?

You're protected if [you're a worker](#), e.g. you're:

- an employee, such as a teacher, support staff, caterer or cleaner
- a trainee, such as a student teacher
- an agency worker
- a member of a [Limited Liability Partnership](#) (LLP)

Get independent advice if you're not sure you're protected, e.g. from [Citizens' Advice](#).

A confidentiality clause or 'gagging clause' in a settlement agreement isn't valid if you're a whistleblower.

Complaints That Count as Whistleblowing

You're protected by law if you report any of the following:

- a criminal offence, e.g. fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the company is breaking the law, e.g. doesn't have the right insurance
- you believe someone is covering up wrongdoing
- A child or children are at risk of harm

Complaints That Don't Count as Whistleblowing

Personal grievances (e.g. bullying, harassment, discrimination) aren't covered by whistleblowing law, unless your particular case is in the public interest.

Report these under your [employer's grievance policy](#).

How To Raise A Concern

A) Through the Headteacher or Chair Of Governors

Normally you should first speak to your Headteacher. But if you feel that you can't do this – for example if you believe that they are involved – then you should speak to your Chair of Governors.

B) Through your trade union or a councillor

You may find it helpful at this stage to contact your trade union representative, or you might prefer to contact a councillor, or someone who you trust to advocate on your behalf.

C) Through the Whistleblowing route

If you do not feel able to contact any of these people you should call Learning Accord Multi-Academy Trust on Tel: 01484 705682 or Email: admin@learningaccord.org

You should give as much information as you can, including names, dates, places, history and why you are concerned. You are encouraged, but not required, to leave your name and contact details – it is much easier to investigate a concern if we can speak to you directly and confidentially.

How Your Concerns Will Be Dealt With

All allegations will be investigated: how and by whom depends on how serious they are and who they involve. The investigation may be handled internally or referred to an external agency.

If you raise your concerns under this policy, then we will write to you within 10 working days saying:

- what we intend to do
- how long we think this will take
- whether any more information is required from you

We will let you know the outcome of the investigation, so that you can see that the matter has been properly addressed.

This Whistleblowing policy has been drawn up so that you can have your concerns dealt with properly, independently and confidentially by Learning Accord Multi-Academy Trust. But if you have no faith in this process, then you may consider contacting:

- the police – phone **101** from any phone (9 then 101 from council phones)
- the council’s external auditor: Grant Thornton, No1 Whitehall Riverside, Whitehall Road E, Leeds LS1 4BN. Telephone 0113 200 2699
- Public Concern at Work – an independent authority on whistleblowing at www.pcaw.co.uk or phone 020 7404 6609
- There are a number of other organisations to which Whistleblowing concerns may be raised without any breach of the statutory guidelines and with whom you retain full protection if you are a protected person see <https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2>

Learning Accord Multi-Academy Trust employees have a responsibility not to undertake any action which might bring the MAT into disrepute. If you do decide to report your concerns outside the MAT, you must ensure that you have a good reason for doing so and you must not disclose confidential information.