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# Lady Manners School

## Whistle Blowing Policy

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<b>Reviewed by:</b>	RHS
<b>Approved by:</b>	Finance and Personnel Committee
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*Through our shared school values, we aim for all students to thrive, feel included and aspire to grow as individuals who contribute to society with empathy, integrity and positivity.*

This document will be reviewed annually by the Finance and Personnel Committee and sooner when significant changes are made to the law.

Guidance from the Department for Education about school policies can be found here: <https://www.gov.uk/guidance/governance-in-maintained-schools/statutory-policies-for-maintained-schools>

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## EQUALITIES STATEMENT OF INTENT

Lady Manners School welcomes a diverse population of both students and staff. In order to consolidate and build upon this diversity, equality of opportunity and the absence of unfair discrimination is at the core of all the school's activities. The school will not unfairly discriminate in the recruitment or general treatment of staff or students.

The school is committed to promoting and developing equality of opportunity in all its functions and will seek to do this by:

communicating its commitment to equality and diversity to all members of the school community;  
maintaining systems for implementation, monitoring, evaluation and review;  
treating acts of discrimination and other contraventions of this policy as a disciplinary offence.

The Governing Board has responsibility for ensuring that the school operates within the legal framework for equality and for implementing the policy throughout the school. In addition, each member of the school community is responsible for preventing unfair discrimination or harassment or victimisation which it is within their control to prevent; and challenging or reporting such inappropriate behaviour if it occurs.

### 1. Introduction

- 1.1 Confidential reporting is the disclosure or communication of information about possible malpractice by individuals or organisations. Disclosure can be internal within the organisation or external to an outside authority.
- 1.2 This policy is intended to enable employees to disclose information about malpractice internally and to provide employees with protection from subsequent victimisation, discrimination or disadvantage. This will assist in detecting and deterring malpractice and, by demonstrating the school's accountability, maintain public confidence and the school's good reputation.

## 2. Purpose

- 2.1 Employees are often the first to realise that there may be evidence of malpractice within the school. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or to the school. They may also fear harassment or victimisation.
- 2.2 In line with the school's commitment to high standards of openness, integrity and accountability, the school expects employees who have a reasonable belief that malpractice is taking place within the school to come forward and voice those concerns internally. This policy provides the means for employees to make such disclosures.
- 2.3 An employee's concerns about malpractice may include a reasonable belief that one or more of the following has occurred or is likely to occur:
- conduct which is an offence or a breach of law,
  - miscarriages of justice,
  - health and safety risks, including risks to students, other employees or the public,
  - damage to the environment,
  - the unauthorised use of public funds,
  - fraud and corruption,
  - sexual or physical abuse of pupils,
  - other unethical conduct.
- 2.4 It is in the interests of all parties that disclosures are dealt with properly, quickly and discreetly. The overriding consideration for the school and the employee is that it would be in the public interest for any malpractice found to be corrected and, where appropriate, sanctions applied.
- 2.5 The policy provides employees with a procedure to make disclosures of malpractice without fear of adverse treatment as a result. The school will not tolerate any harassment or victimisation of employees making disclosures (including informal pressures) and will take action to protect employees when they make a disclosure in good faith.
- 2.6 The policy addresses major concerns that fall outside the scope of other procedures and where the interests of others or of the school are at risk. It has been developed within the following legislative and policy framework:

It takes into account the requirements of the Public Interest Disclosure Act 1998.

It is complementary to the school's Code of Conduct which makes clear the standards of propriety and good practice expected of employees.

It is complementary to the school's Staff Disciplinary Policy, Grievance Procedure and Dealing with Complaints of Harassment Against Staff Procedure. Together they form a framework which allows employees to be disciplined, to seek personal redress, to raise personal complaint and to disclose malpractice.

The policy is in addition to the school's complaints procedures and other reporting procedures, for example child protection procedures.

### **3. Scope**

3.1 This policy applies to all employees in the school. It is also applicable to:

- contractors working for the school-on-school premises, for example, agency staff, builders, drivers
- suppliers and those providing services under a contract with the school in their own premises.

### **4. Procedure For Making A Disclosure**

#### **4.1 Introduction**

4.1.1 This policy provides a procedure for making disclosures internally about suspected wrongdoing, irregularity or a failure of standards within the school. Its aims are:

- To encourage you to feel confident in raising serious concerns and to question and act upon concerns about possible malpractice within the school.
- To provide a means for you to disclose those concerns and receive feedback on any action taken.
- To ensure that you receive a response to your concerns and that you are aware of how to pursue them further if you are not satisfied.
- To reassure you that you will be protected from possible reprisals or victimisation and from subsequent discrimination or disadvantage.

4.1.2 Any serious concerns about an aspect of service provision or the conduct of employees or Governors of the school or others acting on behalf of the school can be reported under this policy. This may be about something that:

- makes you feel uncomfortable in terms of known standards, your experience or the standards you believe the school subscribes to;
- is against the school's policies;
- falls below established standards of practice;
- amounts to improper conduct.

Examples of these are given in paragraph 2.3.

4.1.3 The Safeguarding and Child Protection Policy also outlines that concerns about behaviour towards a child, which do not meet the harms threshold (known as 'low level concerns') should be

shared with the Headteacher (or the Chair of Governors if the concern is about the Headteacher).

## **4.2 Confidentiality**

All disclosures will be treated in confidence and wherever possible, every effort will be made not to reveal your identity. However, you may need to come forward as a witness and you will be given support at that time.

## **4.3 Anonymous Disclosures**

4.3.1 You should put your name to your disclosure whenever possible in case further information is required. Disclosures made anonymously may still be considered at the discretion of the school.

4.3.2 In exercising its discretion, the school will take into account:

- the seriousness of the issues raised;
- the credibility of the disclosure;
- the likelihood of confirming what is alleged from attributable sources.

## **4.4 Untrue Disclosures**

If you make a disclosure in good faith that you reasonably believe is in the public interest, but it is not confirmed by the investigation, no action will be taken against you. If however, your allegation is frivolous, malicious or for personal gain, you may be subject to disciplinary action.

## **4.5 Employee Action**

4.5.1 As a first step, you should normally raise your concerns with the Headteacher. If you believe the Headteacher is involved, you should approach the Chair of Governors. This depends however, on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice. If you believe that the Headteacher and Chair of Governors are involved, you should approach the Director of Children's Services or, if the concern is regarding financial irregularities or fraud then you should contact the Assistant Director of Finance (Audit), Derbyshire County Council.

4.5.2 You may raise your concern either verbally or in writing. The earlier you express the concern, the easier it is to take action. You should provide:

- details of your concerns, including the nature, dates and location of any relevant incidents;
- reasons why you feel concerned about the situation.

- 4.5.3 Although you are not expected to prove beyond doubt the truth of an allegation, you will need to demonstrate that there are reasonable grounds for your concern.
- 4.5.4 You may wish to consider discussing your concern with a colleague first and you may find it easier to raise the matter if there are two (or more) of you who have had the same experience or concerns. You may also discuss your concerns with your trade union representative.
- 4.5.5 You may invite your trade union or other representative to be present during any meetings or interviews in connection with the concerns you have raised.
- 4.5.6 The amount of contact between you and the person considering the issues will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, the school will seek further information from you.

#### **4.6 Action Taken By The School**

- 4.6.1 The school will respond to your disclosure. Where appropriate, the matters raised may be:
  - a) investigated by management, by internal audit, or through the disciplinary process;
  - b) referred to the police;
  - c) referred to the external auditor;
  - d) the subject of an independent inquiry.

4.6.2 The Headteacher or Chair of Governors may seek advice from an appropriate source.

- 4.6.2 In order to protect individuals and those accused of possible malpractice, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. The over-riding principle the school will have in mind is the public interest. Disclosures for which there are other specific procedures will normally be referred for consideration under those procedures.
- 4.6.3 Some concerns may be resolved by agreed action without the need for investigation. If urgent action is required, this will be taken before any investigation is conducted.
- 4.6.4 Within 10 working days of a concern being raised, you will receive a response:
  - a) acknowledging that the concern has been received;
  - b) telling you whether any initial enquiries have been made;

- c) indicating how the matter is going to be dealt with;
- d) giving an estimate of how long it will take to provide a final response;
- e) supplying you with information on staff support mechanisms;
- f) detailing if there is a decision not to investigate further.

4.6.5 The school will take steps to minimise any difficulties you may experience as a result of making a disclosure. For instance, if you are required to give evidence in criminal or disciplinary proceedings the school will arrange for you to receive advice about the procedure.

4.6.6 You will need to be assured that the matter has been properly addressed. Thus, subject to legal constraints, you will be informed of the outcomes of any investigation.

#### **4.7 How the Matter Can Be Taken Further**

4.7.1 This policy is intended to provide you with a route within the school to make disclosures of malpractice. The school hopes you will be satisfied with any action taken. If you are not, and you believe the information you have disclosed is substantially true, possible contact points are:

- Public Concern At Work
- The external auditor
- Your trade union
- Your local Citizens Advice Bureau
- Relevant professional bodies or regulatory organisations
- A relevant voluntary organisation
- The Police

4.7.2 If you do take the matter outside the school, you should ensure that you do not disclose confidential information. Check with the person dealing with your disclosure within the school before divulging any information.