



Whistleblowing Policy

Revised: January 2019
Review date: January 2020

Signed: _____

Chair of Governors

Signed: _____

Headteacher

Introduction

Joydens Wood Junior School are committed to the highest possible standards of openness, probity and accountability and we encourage employees, and others working with us, to raise any concerns about any aspect of our work and to come forward and voice those concerns. In some instances, concerns may need to be expressed on a confidential basis.

This procedure encourages employees to raise serious concerns, without fear of reprisal or victimisation.

It applies to all employees, agency workers and those contractors working on Joydens Wood Junior School premises; for example, cleaners, builders and drivers.

Other complaints procedures

This procedure is separate from our complaints procedures and other statutory reporting procedures applying to some directorates.

Any investigation into allegations of potential malpractice under this procedure will not influence, or be influenced by, any disciplinary or redundancy procedures that already affect an individual.

Aim and scope

This procedure aims to ensure individuals are:

- Encouraged to feel confident in raising serious concerns and to question and act upon concerns about practice.
- Provided with avenues to raise concerns and receive feedback on any action taken.
- Given a response to their concerns and are aware of how to pursue them if not satisfied.
- Reassured that they will be protected from reprisals or victimisation if they have a reasonable belief any disclosure has been made in good faith.

There are existing procedures in place to enable individuals to lodge a grievance relating to their own employment, including issues relating to harassment and bullying. This procedure is intended to cover concerns that fall outside the scope of other procedures.

These include:

- criminal activity;
- child protection and/or safeguarding concerns;
- miscarriages of justice;
- danger to health and safety;
- damage to the environment;
- failure to comply with any legal or professional obligation or regulatory requirements;
- financial fraud or mismanagement;

- negligence;
- breach of our internal policies and procedures including our Code of Conduct;
- conduct likely to damage the School's reputation;
- unauthorised disclosure of confidential information;
- the deliberate concealment of any of the above matters.

Concerns about any aspect of service provision or the conduct of staff members or others acting on behalf of our school, can be reported under the Whistleblowing Procedure. This may be about something that:

- Makes you feel uncomfortable about in terms of known standards, your experience or the standards you believe Joydens Wood Junior School subscribes to.
- Is against our school policies.
- Falls below established standards of practice.
- Amounts to improper conduct.

Our Health and Safety policy should be used to raise any issues, concerns or complaints of a health and safety nature and which are not confidential.

Confidentiality

All concerns raised will be treated in confidence and every effort will be made not to reveal your identity if this is your wish. However, in certain cases, it may not be possible to maintain confidentiality, if you are required to come forward as a witness.

Anonymous allegations

Whenever possible you should put your name to your allegation, as concerns expressed anonymously are much less powerful than those that are attributed to a named individual. However, anonymous allegations will be considered and investigated at the Governors discretion.

In exercising the discretion, the factors to be taken into account would include:

- The seriousness of the issues raised.
- The credibility of the concern.
- The likelihood of confirming the allegation from attributable sources.

Untrue allegations

If you make an allegation in good faith that is not subsequently confirmed by an investigation, no action will be taken. Disciplinary action will only be taken against individuals who knowingly make false, malicious or vexatious allegations.

How to raise a concern

General

Concerns can be raised verbally or in writing. A concern raised in writing should:

- Set out the background and history of the concern, giving names, dates and places where possible.
- Give the reason why you are particularly concerned about the situation.

The earlier a concern is raised, the easier it is to take action. Although you are not expected to prove beyond doubt the truth of an allegation, you need to demonstrate to the person contacted that there are sufficient grounds for your concern.

A trade union or professional association may raise a matter on behalf of an employee.

Step one - raising a concern

Whenever possible you should raise your concern with your immediate manager or the Headteacher. If this is not appropriate, you should notify the Chair of the Governing Body in writing. Your dated and signed letter should be submitted, noting details of your concern, with any relevant information that will assist in the investigation or further enquiries made by the Governing Body. Your letter should be delivered to the school office in a sealed envelope, marked private and confidential FAO Chair of Governors.

Step Two - how Joydens Wood Junior School Governing Body will respond

The action Joydens Wood Junior School takes will depend on the nature of the concern. The matters raised may:

- Be investigated internally by management, Internal Audit, or through the disciplinary or other internal process.
- Be referred to the Police.
- Be referred to an External Auditor.
- Form the subject of an independent inquiry.

In order to protect individuals and the school, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. Concerns or allegations which fall within the scope of specific procedures (e.g. child protection or discrimination issues) will normally be referred for consideration under those procedures.

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.

You will be written to within ten working days:

- Acknowledging that the concern has been received.
- Indicating how we propose to deal with the matter.
- Giving an estimate of how long it will take to provide a final response.

- Informing you if any initial enquiries have been made.
- Informing you whether further investigations will take place and, if not, why not.

Contact

The amount of contact between staff considering the issues and you will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, further information will be sought.

Attending meetings

When any meeting is arranged you have the right to be accompanied by a trade union representative or a workplace colleague who is not involved in the area of work to which the concern relates. You do not have the right to be accompanied by a legal representative.

Support

We will take steps to minimise any difficulties you may experience as a result of raising a concern. For instance, if you are required to give evidence in criminal or disciplinary proceedings, we will advise or arrange for you to have advice about the procedure.

Joydens Wood Junior School will not tolerate harassment or victimisation (including informal pressures) and will take action to protect individuals who raise a concern in good faith.

We accept that you need to be assured that concerns will be properly addressed and, subject to legal constraints, will provide information about the outcomes of any investigations.

How the matter can be taken further

This procedure is intended to provide individuals with an avenue to raise concerns within Joydens Wood Junior School. If you are not satisfied, and feel it is right to take the matter further, the following are possible contact points:

- Public Concern at Work on 020 7404 6609.
- Audit Commission on 020 7630 1019.
- A local Kent County Council member.
- Relevant professional bodies or regulatory organisations.
- A solicitor.
- The Police.

If a matter is taken outside the school, you must take all reasonable steps to ensure that confidential or privileged information is not disclosed. If in doubt, check with the Governing Body.

Public interest disclosure

Public Interest Disclosure Act 1998 gives employees two safeguards in respect of disclosures of information.

- An employee is entitled not to be subjected to any detriment by virtue of having made a protected disclosure.
- The dismissal of any Joydens Wood Junior School employee directly due to the individual having made such a disclosure will automatically be unfair.