



Gosfield School

Whistle Blowing Policy

Whole School Policy, including EYFS

WHISTLE BLOWING

The School has adopted this policy on whistle blowing to enable members of staff to raise concerns internally and in a confidential fashion about fraud, malpractice, health and safety, criminal offences, miscarriages of justice, and failure to comply with legal obligations, inappropriate behaviour or unethical conduct. The policy also provides, if necessary, for such concerns to be raised outside the organisation.

ELEMENTS OF THE POLICY

In accordance with Lord Nolan's Second Report of the Committee on Standards in Public Life, the School's policy on whistle blowing is intended to demonstrate that the School:

- Has a culture for raising concerns, valuing staff and of reflective practice.
- Will undertake that any detriment towards an individual who raises a disclosure is not acceptable.
- Make a commitment that all disclosures raised will be dealt with appropriately, consistently, fairly and professionally.
- Will not tolerate malpractice.
- Respects the confidentiality of staff raising concerns and will provide procedures to maintain confidentiality so far as is consistent with progressing the issues effectively.
- Will provide the opportunity to raise concerns outside of the normal line management structure where this is appropriate.
- Will invoke the School's disciplinary policy and procedure in the case of false, malicious, vexatious or frivolous allegations.
- Will provide a clear and simple procedure for raising concerns, which is accessible to all members of staff.

PROCEDURE

This policy is separate from the School's adopted procedures regarding grievances. Employees should not use the whistle blowing procedure to raise grievances about their personal employment situation.

This policy is to enable members of staff to express a legitimate concern regarding suspected malpractice within the School.

Malpractice is not easily defined; however, it includes allegations of fraud, financial irregularities, corruption, bribery, dishonesty, acting contrary to the staff code of ethics, criminal activities, or failing to comply with a legal obligation, a miscarriage of justice, or creating or ignoring a serious risk to health, safety or the environment.

