

**St Ambrose Barlow RC High School**  
**WHISTLEBLOWING POLICY**  
**(For Approval March 2018)**

**Whistleblowing**

Employees are often the first to realise that there may be something seriously wrong 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. In these circumstances, it may seem easier to ignore the concern rather than report what may just be a suspicion of malpractice.

The Governing Body are committed to the highest possible standards of openness, probity and accountability. In line with that commitment, the Governing Body expects employees and others with serious concerns about any aspect of the School's work to come forward and voice those concerns. It is recognised that certain cases will have to proceed on a confidential basis. This policy document makes it clear that staff can do so without fear of reprisals.

This Whistleblowing Policy is intended to encourage and enable staff to raise serious concerns within the School rather than overlooking a problem or blowing the whistle to the media or other external bodies. This Policy has been discussed with the relevant trade unions and professional organisations and has their support.

1. Aims and Scope of the Policy

1.1 This Policy aims to:

- provide avenues for staff and members of the public to raise concerns and receive feedback on any action taken
- inform how to take the matter further if they are dissatisfied with the response, and
- reassure whistleblowers that they will be protected from reprisals or victimisation for whistleblowing in good faith.

1.2 There are existing procedures in place to enable staff to lodge a grievance relating to their own employment. This Whistleblowing Policy is intended to cover concerns that fall outside the scope of other procedures. That concern may be about something that:

- is unlawful, or
- falls below established standards or practices, or
- amounts to improper conduct.

## 2. Safeguards

2.1 Harassment or victimisation. The Governing Body recognises that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from those responsible for the malpractice. The Governing Body will not tolerate harassment or victimisation and will take action to protect staff when they raise a concern in good faith. This does not mean that if a member of staff is already the subject of disciplinary or redundancy procedures, that those procedures will be halted as a result of their whistleblowing. Members of the public will be protected by the guarantee of confidentiality (see 2.2)

2.2 Confidentiality. The Governing Body appreciate that some whistleblowers do not wish their identity to be disclosed and thus will not reveal the names of the people who provide the information, unless required by legislation.

2.3 Anonymous allegations. This Policy encourages staff to put their names to allegations. Concerns expressed anonymously are much less powerful, but they will be considered at the discretion of the Governing Body. In exercising this discretion, the factors to be taken into account would include:

- the seriousness of the issued raised,
- the credibility of the concern, and
- the likelihood of confirming the allegation from attributable sources.

2.4 Untrue allegations. If staff makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against them. If, however, individuals make malicious or vexatious allegations, disciplinary action may be considered and implemented.

## 3. What should an employee do if they suspect fraud or corruption?

3.1 Employees are often the first to realise that there is something seriously wrong 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. In these circumstances, it may seem easier to ignore the concern rather than report what may just be a suspicion of malpractice.

3.2 Employees should approach the Headteacher, who, if they find the claim to be substantiated, will inform the Chair of Governors and Salford City Council Head of Internal Audit. The nature of the complaint will determine the Governing Body's course of action. If the employee feels the Headteacher may be implicated, they should either approach the Chair of Governor's or approach Salford City Council Internal Audit directly.

3.3 Internal Audit can be contacted by phone on 0161 7933216, or via the confidential Freephone 24 hour hotline on 0808 100 1235, or by writing to the Head of Internal Audit, Audit & Risk Management Unit, 7 Wesley Street, Swinton, M27 6AD. The hotline will be manned during office hours and an answerphone service is utilised for the remainder of the day.

## 4. How the complaint will be dealt with

4.1 The action taken by the Council will depend on the nature of the concern. The matters raised may:

- be investigated internally
  - be referred to the Police
  - be referred to the external Auditor
- 4.2 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 that fall within the scope of other, existing, procedures (e.g. child protection or discrimination issues) will normally be referred for consideration under those procedures.
- 4.3 Within 10 working days of a concern being received, the Headteacher or Chair of Governors if appropriate will write to the complainant to acknowledge receipt of the concern, in those instances where the complainant has provided a contact name and address.
- 4.4 The amount of contact between the body considering the issues and the complainant 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 from the individual.
- 4.5 When any meeting is arranged, the complainant has the right, if they so wish, to be accompanied by a trade union or professional association representative or a friend who is not involved in the area of work to which the concern relates.
- 4.6 The Governing Body/Headteacher will take steps to minimise any difficulties that staff may experience as a result of raising a concern. Full protection will be provided to the whistleblower under the Public Interest Disclosure Act. If staff are required to give evidence in criminal or disciplinary proceedings, the Governing Body/Headteacher will advise them about the procedure and offer the appropriate level of support.
- 4.7 The Governing Body accepts that staff need to be assured that the matter has been properly addressed. Thus, subject to legal constraints, they will be notified that the investigation has been completed.
5. Alternative methods of taking forward a complaint
- 5.1 This Policy is intended to provide staff with an avenue to raise concerns with the Governing Body or Headteacher. The Governing Body hopes this will satisfy staff. If an individual feels it is right to take the matter outside this process, the following are possible contact points:
- the external Auditor
  - relevant professional bodies or regulatory organisations
  - the Police
  - Public Concern at Work on 0207 404 6609.
- 5.2 If staff do take the matter outside the School, they need to ensure that they do not disclose confidential information.