

WINSFORD HIGH STREET COMMUNITY PRIMARY  
AND NURSERY  
SCHOOL

WHISTLEBLOWING POLICY

DATE ADOPTED	Spring 2014
LAST REVIEWED	Summer 2022
AUTHOR/OWNER	SLT
REVIEW CYCLE	Bi-annual
NEXT REVIEW DATE	Summer 2024

## **INTRODUCTION**

This policy has been developed for the use of all employees at High Street Community Primary School.

However, it can also be used by agency staff, other people acting in a similar capacity to an employee, by contractors and their staff and other individuals providing services/support to the school (e.g. volunteers). The same principles in terms of protection from harassment and victimisation, confidentiality, support and information on the school's response will apply.

As a public service organisation, the school will use public funds prudently and apply the highest standards of conduct throughout the organisation. This policy encourages staff to help maintain these standards, by enabling you to draw attention to any concerns which you may have about the operation of the school. Initially the school will seek to deal with your concerns through its internal procedures. Public disclosure may well be justified at some point but you are encouraged not to pursue this angle until the school has had the opportunity to investigate the concern. Premature or unnecessary publicity may impede proper investigations, hurt individuals or damage the school's reputation.

Examples of concerns that may be raised under the procedure are:

- Law breaking.
- Miscarriages of justice.
- Health and safety risks (to anyone).
- Damage to the environment.
- Unauthorised use of money.
- Dishonesty, fraud and corruption.
- Sexual, physical or financial abuse of stakeholders.
- Other unethical conduct.

The school feels normal operational or managerial channels will be effective for most concerns raised. However, as this may not always be appropriate or possible, we have a 'Confidential Reporting Procedure'.

It offers the means to raise concerns you may have about any aspect of service provision or the conduct of staff or Governors or other people acting on behalf of the school. A concern may arise, for example, from worries about failure to observe standards, from policies being circumvented, or from improper conduct.

The policy does not cover concerns that are covered by other policies. For example, an employment problem may well be covered by the Grievance Policy or Personal Harassment & Bullying Policy.

## **HARASSMENT OR VICTIMISATION**

You may be put off raising a concern because you are worried about reprisals. If you raised a concern in good faith and genuinely believed it to be well founded, you should have nothing to fear. You will not be penalised in any way, where you make an allegation in good faith, should it not be confirmed after investigation. A concern that is raised frivolously, maliciously or for personal gain may result in action being taken against you.

School will not tolerate any harassment or victimisation (including covert pressure) and will do all it can to protect you. If you are involved in other procedures, such as disciplinary or redundancy, these will be kept separate from the investigation of your complaint.

## **CONFIDENTIALITY**

Your concern will be treated in strict confidence, within this procedure, and everything done to keep your identity secret (if this is what you want). Note that you *may* have to be a witness at some point. It might then not be possible to keep your identity fully secret.

## **ANONYMOUS ALLEGATIONS**

An anonymous concern is likely to carry much less weight than one which is signed; the investigating manager would have to decide whether or not to accept it. This decision would depend on the seriousness of the issue, the credibility of the concern and the likelihood of being able to confirm the allegation in other ways. Signed concerns are always preferable.

## **RAISING A CONCERN**

### **Who to approach**

There is a list of school governors with whom you can raise a concern. The Headteacher can be contacted through the school number (see the last page for contact addresses and phone numbers). When deciding who it would be best to approach, take into account the type of matter, its seriousness, its sensitivity and who may be involved. Some examples are given:

- The Headteacher or Child Protection Governor. (Example: for concerns about individual children)
- The Chair of Governors (Example: for concerns about conduct of the Headteacher)

## **How to raise your concern**

You can raise your concern orally (i.e. face to face or over the phone) or in writing. If you write, mark the envelope 'personal and confidential'. Whichever way you choose, please give as much information as you can. Remember also to give your name, and for employees your job, where you work and say if you do not want to be contacted at work (if so, give your home address and phone number). If you are not employed by the school please let us know your relationship with the school (*for example: governor, parent.*)

The following headings should help you organise your thoughts but you do not have to follow them exactly:

- Why you are concerned and the background information.
- Any other procedures which you have already used - and what happened.
- The people who are involved and where they work.
- Dates or periods of time.
- The names and jobs of any other people who will (or may) support your concern.

The earlier a concern is raised the better. Whilst you will not be expected to prove that allegations are true, you will need to show that you have a reasonable basis for your concern.

You may want to discuss the matter with one or two colleagues first. Their support could be helpful. There is nothing to stop two or more of you putting your names to a concern.

### **Involvement of your trade union or professional association, or other support such as a friend.**

You may ask your trade union or professional association or other support, to raise a matter on your behalf. In this case - if you wish - you can remain anonymous when the concern is first raised. Nevertheless you may have to be involved personally if the matter goes further.

You may also have your trade union, professional association or a friend at any meeting or interview.

### **Help with the procedure**

Any of the following will help you to understand the procedure:

- The Headteacher
- The Chair of Governors
- The County Solicitors

## **HOW YOUR CONCERN WILL BE DEALT WITH**

As a start, discreet enquiries will be made by the Headteacher or Governors to decide whether an investigation is needed and if so, how it should be carried out. This will help protect everyone concerned. The overriding principle will be the public interest.

If this first testing stage shows that the concern should be followed up, there will either be a special examination or another procedure will be used, if appropriate. Examples of special procedures are the school's Disciplinary policy, the Personal Harassment and Bullying policy or child protection policy. It may be necessary to involve other agencies, for example the police or the school's finance officer. Any urgent action will be taken before the investigation starts. It may be possible of course, to sort out the concern without a detailed investigation.

### **WHAT YOU WILL BE TOLD**

Within 10 working days of your concern being received, the manager who carries out the initial enquiries will write to you confirming:

- What initial enquiries have been made.
- How your concern has been or will be dealt with.
- How long any further action may take (as far as this can be known).
- What further work is planned and how you may be involved.

The amount of contact you have with the people considering the matter will depend on many things. These include the type of concern, the potential difficulties of investigating it and the availability of information. You may need to provide more help. Wherever possible, you will be told the final outcome of an investigation.

### **PERSONAL SUPPORT**

Winsford High Street Community Primary School will do all it can to minimise any difficulties which you may have because you have mentioned your concern. As far as we can, you will be offered personal support, which the manager leading the investigation will arrange. For example, if you had to give evidence in disciplinary or criminal proceedings, full advice about the procedure would be given to you.

### **IF YOU ARE NOT SATISFIED WITH THE SCHOOL'S RESPONSE**

This policy is meant to give everyone an effective way to raise a concern *within* the school (and if possible, to resolve it internally). You should not feel that you have to take an issue outside the school to get satisfaction. But if you are still unhappy after following the procedure (and getting a final response), you are entitled to consider taking your concern elsewhere. If you do this, these are some contacts which are available:

- The Council's external auditors

- Your trade union.
- A Citizens Advice Bureau.
- A relevant professional or regulatory body.
- A relevant voluntary organisation.
- The police.

If you raise the matter outside the school, you must take into account the rules about disclosing confidential information (for employees, see Section 12 of the Code of Conduct).

### Contact Details

**Staff wishing to report under this procedure will contact one of the following:**

The Headteacher	Mr Mark Joule <a href="mailto:head@highstreet.cheshire.sch.uk">head@highstreet.cheshire.sch.uk</a> 01606 668066
The Chair of the GB	Mr Mike Whitaker <a href="mailto:chair@highstreet.cheshire.sch.uk">chair@highstreet.cheshire.sch.uk</a> 01606 668066
Legal Services	Simon Goacher (Head of Legal & Democratic Services) 01244 977802 <a href="mailto:simon.goacher@cheshirewestandchester.gov.uk">simon.goacher@cheshirewestandchester.gov.uk</a>
Heads of Service:	Children's Director Helen Brackenbury <a href="mailto:Helen.brackenbury@cheshirewestadnchester.gov.uk">Helen.brackenbury@cheshirewestadnchester.gov.uk</a>
Human Resources	HR Advice Mailbox 01244 973639 Katie Loke (schools HR Lead) 01244 972508 <a href="mailto:katie.loke@cheshirewestandchester.gov.uk">katie.loke@cheshirewestandchester.gov.uk</a>  Employee Service Centre (non-schools) Telephone: 01244 972021 Employee Service Centre (Schools) Telephone: 01244 972022

**Local Authority address:**

Cheshire West and Chester Council  
HQ Building  
58 Nicholas Street,  
Chester,  
CH1 2NP

Mike Whitaker : Chair of Governors  
Summer 2022