

Whistleblowing Policy

The Davenport School



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Whistleblowing

1. Aims

This policy aims to:

- Encourage individuals affected to report suspected wrongdoing as soon as possible in the knowledge that their concerns will be taken seriously and investigated and that their confidentiality will be respected
- Let all staff in the trust know how to raise concerns about potential wrongdoing in or by the trust
- Set clear procedures for how the trust will respond to such concerns
- Let all staff know the protection available to them if they raise a whistle-blowing concern
- Assure staff that they will not be victimised for raising a legitimate concern through the steps set out in the policy even if they turn out to be mistaken (though vexatious or malicious concerns may be considered a disciplinary issue)

2. Definition of Whistleblowing

Whistleblowing covers concerns made that report wrongdoing that is 'in the public interest'. Examples of Whistleblowing include (but are not limited to);

- Criminal offences, such as fraud or corruption.
- Pupils' or staffs' health and safety being put in danger.
- Failure to comply with a legal obligation or statutory requirement.
- Breaches of financial management procedures.
- Attempts to cover up the above, or any other wrongdoing in the public interest.
- Damage to the environment.

A whistle-blower is a person who raises a genuine concern relating to the above.

3. Procedure

If you believe that any of the above practices are happening in Ethelbert Children's Services, the following procedure should be followed:

First raise the issues with your Line Manager, who will treat the matter in confidence. If it is not appropriate to raise the issues with your Line Manager you should raise the issue with a more Senior member of Management, or, if not possible, another member of Management at the same level.

Alternatively, you may use Ethelbert Children's Services dedicated Whistleblowing Person Andy Marshall. You will need to explain fully the nature and extent of what you believe is the problem.

Depending on the nature of your complaint, it may not be possible to find an immediate solution, but your concerns will be investigated as quickly as is reasonably possible and you will be advised of the outcome of the investigation in due course.

Where it is necessary for you to attend a disciplinary or investigative hearing as a witness appropriate steps will be taken to ensure that your working environment and/or working relationship is/are not prejudiced by the fact of the disclosure.

If you are dissatisfied with the outcome of this procedure you may raise the matter with the HR Department, if you remain dissatisfied with the outcome you have the right to express your concerns to the relevant Prescribed Person designated by the Public Interest Disclosure (Prescribed Persons) Order 1999 or any statute or statutory instrument which subsequently supersedes this legislation.

This policy will apply where a disclosure is made in good faith and where you reasonably believe that the information disclosed and any allegation contained in it are substantially true. If any disclosure is made in bad faith (for instance, in order to cause disruption within Ethelbert Children's Services), or concerns information which you do not substantially believe is true, or indeed if the disclosure is made for personal gain, then you may become subject to action under the Disciplinary Procedure, which could include dismissal.

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