



# Kingsley

## High School

# Whistleblowing Policy

Kingsley High School

Approved by: FGB

Date: Sept 2020

Last reviewed on: Sept 2020

Next review due by: Sept 2022

# WHISTLEBLOWING POLICY

## Introduction

1. The staff and governors of Kingsley High School seek to run all aspects of school business and activity with full regard for high standards of conduct and integrity. In the event that members of school staff, parents, governors or the school community at large become aware of activities which give cause for concern, Kingsley High School has established the following Whistleblowing Policy, or code of practice, which acts as a framework to allow concerns to be raised confidentially and provides for a thorough and appropriate investigation of the matter to bring it to a satisfactory conclusion.
2. Throughout this policy, the term whistleblower denotes the person raising the concern or making the complaint. The Public Interest Disclosure Act 1998 (PIDA) protects workers who 'blow the whistle' about malpractice or wrongdoing within an organization. This Act makes provision on the kinds of disclosures which may be protected, the circumstances in which such disclosures are protected and persons who may be protected.
3. Kingsley High School is committed to tackling fraud and other forms of malpractice and treats these issues seriously. Kingsley High School recognises that some concerns may be extremely sensitive and has therefore developed a system which allows for the confidential raising of concerns within the school environment but also has recourse to an external party outside the management structure of the school.
4. Kingsley High School is committed to creating a climate of trust and openness so that a person who has a genuine concern or suspicion can raise the matter with full confidence that the matter will be appropriately considered and resolved.
5. The provisions of this policy apply to matters of suspected fraud and impropriety and not matters of more general grievance which would be dealt with under the Kingsley High School grievance procedures.
6. The type of activity or behaviour which Kingsley High School considers should be dealt with under this policy includes:-

manipulation of accounting records and finances

inappropriate use of school assets or funds

decision making for personal gain

any criminal activity

abuse of position

fraud and deceit

serious breaches of school procedures which may advantage a particular party (for example tampering with tender documentation, failure to register a personal interest)

issues relating to safeguarding and child protection

7. Kingsley High School encourages the whistleblower to raise the matter internally in the first instance to allow those school staff and governors in positions of responsibility and authority the opportunity to right the wrong and give an explanation for the behaviour or activity.
8. Kingsley High School has designated a number of individuals to specifically deal with such matters and the whistleblower is invited to decide which of those individuals would be the most appropriate person to deal with the matter.

Position	Contact details
Headteacher	lhelyer@kingsley.harrow.sch.uk
Chair of Governor`s Administrator	paul.williams@kingsley.harrow.sch.uk 0208421 3676

9. The whistleblower may prefer to raise the matter in person, by telephone in written form marked private and confidential and addressed to one of above named individuals. All matters will be treated in strict confidence and anonymity will be respected wherever possible.
10. Alternatively if the whistleblower considers the matter too serious or sensitive to raise within the internal environment of the school, the matter should be directed in the first instance to the Local Authority Internal Auditor.
11. The Local Authority has its own procedures for dealing with such matters and will ensure every effort to respect the confidentiality of the whistleblower. The Local Authority will ensure relevant officers of the Department for Education and Skills are informed as appropriate.
12. In addition, information and advice can be obtained from the Employee Assistance Programme, HM Assist. This offers free expert advice, invaluable information, specialist counselling and support. Their number is 0800 141 2784. A leaflet is also available from the school office.
13. The individual(s) in receipt of the information or allegation (the investigating officer(s)) will carry out a preliminary investigation. This will seek to establish the facts of the matter and assess whether the concern has foundation and can be resolved internally. The initial assessment may identify the need to involve third parties to provide further information, advice or assistance, for example involvement of other members of school staff, legal or personnel advisors, the police, the Department for Education and Skills, the LA.
14. Records will be kept of work undertaken and actions taken throughout the investigation. The investigating officer(s), possibly in conjunction with the governing body, will consider how best to report the findings and what corrective action needs to be taken. This may include some form

of disciplinary action or third party referral such as the police.

15. The whistleblower will be informed of the results of the investigation and the action taken to address the matter. Depending on the nature of the concern or allegation and whether or not it has been substantiated the matter will be reported to the governing body and the LA.
16. If the whistleblower is dissatisfied with the conduct of the investigation or resolution of the matter or has genuine concerns that the matter has not be handled appropriately, the concerns should be raised with the investigating officer(s), the governing body and/or directed to the LA.
17. Wherever possible Kingsley High School seeks to respect the confidentiality and anonymity of the whistleblower and will as far as possible protect him/her from reprisals. Kingsley High School will not tolerate any attempt to victimise the whistleblower or attempts to prevent concerns being raised and will consider any necessary disciplinary or corrective action appropriate to the circumstances.
18. Individuals are encouraged to come forward in good faith with genuine concerns with the knowledge they will be taken seriously. If individuals raise malicious unfounded concerns or attempt to make mischief, this will also be taken seriously and may constitute a disciplinary offence or require some other form of penalty appropriate to the circumstances.
19. Existing good practice within Kingsley High School in terms of its systems of internal control both financial and non-financial and the external regulatory environment in which the school operates ensure that cases of suspected fraud or impropriety rarely occur. This 'whistleblowing' policy is provided as a reference document to establish a framework within which issues can be raised confidentially internally and if necessary outside the management structure of the school. This document is a public commitment that concerns are taken seriously and will be actioned.

Approved by the Governing Body