



## Whistleblowing Policy

<b>Audience:</b>	All Trust staff, Trustees and Local Governing Committees
<b>Last reviewed:</b>	February 2025
<b>Other related policies/ procedures:</b>	<ul style="list-style-type: none"> <li>• Keeping Children Safe in Education DfE 2024</li> <li>• Safeguarding &amp; Child Protection Policy</li> <li>• Equality Policy</li> <li>• Anti-Bullying Policy</li> <li>• Positive Behaviour Management Policy</li> <li>• E-Safety Policy</li> <li>• PREVENT Strategy &amp; Duty Guidance HM Gov</li> <li>• Promoting fundamental British values as part of SMSC in schools DfE Nov 2014</li> <li>• The Prevent duty DfE June 2015</li> <li>• Staff and Volunteer Code of Conduct Policy</li> <li>• Tackling Extremism and Radicalisation Policy</li> <li>• Working Together to Safeguard Children HM Gov 2018</li> <li>• Sexual Harassment Policy</li> </ul>
<b>Owner:</b>	CEO
<b>Policy / procedure model:</b>	Trust policy: all Crofty schools use this policy

## Summary of Changes

Date	Change	Previous Version Number	New Version Number
28/4/26	pg. 1 – Addition of Sexual Harassment Policy to list of related policies  pg. 4 – Addition of Sexual Harassment to the list of examples of 'wrongdoing' at work.  pg. 3 – Update to page numbering on Contents List	2025-27 V2	2025-27 V3

## Key Information:

- The designated member of staff for Whistleblowing is:

School based staff: Headteacher.

Trust office staff: CEO

- Trust whistleblowing contact person is:

Nick Lake [nick.lake@croftymat.org](mailto:nick.lake@croftymat.org)

Local Authority and useful contact details and further information are contained within Appendix 1

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## Introduction:

Every school should have a Whistleblowing Policy that protects staff members who report colleagues they believe are doing something wrong or illegal, or who are neglecting their duties. This policy is a key part of 'Keeping Children Safe in Education' and should be considered in conjunction with our Child Protection and Safeguarding Policy and other relevant safeguarding policies e.g. Confidentiality, Health and Safety and Code of Conduct.

The Trust board are responsible for agreeing the schools' Whistleblowing Policy. Keeping Children Safe in Education (2024) Part 1 reinforces this, and Working Together to Safeguard Children (2018) Chapter 2, says that 'organisations should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children, including': 'clear whistleblowing procedures, which reflect the principles in Sir Robert Francis's Freedom to Speak Up review'. ([www.freedomtospeakup.org.uk](http://www.freedomtospeakup.org.uk))

## Purpose:

This policy concerns any internal irregularities or malpractice identified within the school or Trust which can be dealt with directly within this policy or referred to be actioned under any other relevant policy such as Safeguarding.

The Trust expects its staff, and others involved in the work of the school, who have serious concerns about any aspect of the school's work, to come forward and raise those concerns.

A staff member may be the first person to realise that there could be something seriously wrong within the school or Trust. However, they may feel that speaking up would be disloyal to colleagues or to the school. They may also fear harassment or victimisation.

This policy aims to:

- Encourage you to feel confident in raising serious concerns and to question and act upon concerns
- Provide avenues for you to raise those concerns and receive feedback on any action taken
- Ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied
- Reassure you that you will be protected from possible reprisals or victimization if you have reasonable belief that you have raised any concerns in good faith

In line with our Trust's commitment to high standards of openness, integrity and accountability, the Trust expects staff who have a reasonable belief that malpractice is taking place within a school to come forward and voice those concerns internally. This may be an awareness of suspected irregularity, wrongdoing or a failure of standards. This policy provides the means for staff to make such disclosures.

It is in the interests of all parties that disclosures are dealt with properly, quickly and discreetly. The overriding consideration for the Trust, the school and the staff member is that it would be in the public interest for any malpractice found to be corrected and, where appropriate, sanctions applied.

The policy provides staff with a procedure to make disclosures of irregularity or wrongdoing without fear of adverse treatment as a result. The Trust will not tolerate any harassment or victimisation of staff making disclosures (including informal pressures) and will take action to protect staff when they make a disclosure in good faith.

The policy addresses major concerns that fall outside the scope of other procedures and where the interests of others or of the school, or Trust are at risk. It has been developed within the following legislative and policy framework:

It takes into account the requirements of the Public Interest Disclosure Act 1998.

It is complementary to the Trust's Codes of Conduct which makes clear the standards of propriety and good practice expected of staff.

It is complementary to the Trust's Discipline, Grievance and Harassment Procedures. Together they form a framework which allows staff to be disciplined, to seek personal redress, to raise personal complaints and to disclose malpractice where appropriate.

The policy is in addition to the Trust's complaints procedures and other reporting procedures, for example child protection procedures.

### Scope:

The policy applies to all:

- Employees (including trainees and apprentices)
- Workers (not directly employed by the school) i.e. supply, agency and casual workers
- Volunteers
- Contractors
- Suppliers
- Organisations working in partnership with the school

who will be collectively referred to as "staff" within this policy.

### Context:

Whistleblowing is the term used when a member of staff reports suspected 'wrongdoing' at work. 'Wrongdoing' covered by this policy includes concerns which would be appropriate to report including the following issues, where they affect or are relevant to the school and or the Trust

- Any unlawful act, whether criminal or a breach of civil law;
- Sexual Harassment
- Maladministration, as defined by the Local Government Ombudsman
- Breach of any statutory code of conduct
- Concerns over the prevention of people being drawn into terrorism (as defined in the Government's [PREVENT](#) strategy 2011)
- Discrimination in the provision of education
- Breach of, or failure to implement or comply with, Financial Regulations or Standing Orders
- Any failure to comply with school or Trust policies or appropriate professional standards
- Fraud, corruption or dishonesty
- Actions which are likely to cause physical/mental/psychological danger to any person, or to give rise to a risk of significant damage to property
- Loss of income to the school or Trust
- Abuse of power, or the use of the school's powers and authority for any unauthorised or ulterior purpose
- Damage to the environment (e.g. pollution);
- Fraud and corruption (e.g. to give or receive any gift/reward as a bribe);
- Abuse of power
- Poor value for money
- Other unethical conduct
- Any deliberate concealment of information tending to show any of the above; and
- Any other matter that staff feel they cannot raise by any other procedure

Where staff have concerns, they should aim to report it internally first before using an external 'prescribed person or body'. Making a report to an external person may only be taken where the staff member thinks the Trust will cover it up, would treat them unfairly if they complained or have raised the matter before, but the concern was not dealt with.

It is important not to delay passing on any concerns.

### Which concerns do not fall within the remit of the policy?

It should be emphasised that this policy and procedure is intended to assist staff who have discovered malpractice or serious wrongdoing, provided they make the disclosure in accordance with the policy. It is not designed to question financial or business decisions taken by a school or the Trust, nor may it be used to reconsider any matters that have already been addressed under the harassment, complaint or disciplinary procedures. Individuals who make disclosures outside the arrangements set out here will not be protected under this policy and may not be protected under the Act.

If your concern is about your personal position in a school or the Trust, or the way you as an individual have been treated, please raise it through the Grievance Procedure. A copy of this is available in school.

### Our assurances to you:

#### Your safety

It can be difficult for a staff member to make the decision to report a concern. If a concern is raised in good faith and based on reasonable belief, there should be nothing to fear. If you raise a genuine concern under the Whistleblowing policy, you will not be at risk of losing your job or suffering any form of reprisal as a result.

The Trust will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect an individual when they raise a concern even if they are genuinely mistaken in their concerns. Any harassment or victimisation of a whistleblower would result in disciplinary action against the person responsible.

Under The Public Interest Disclosure Act 1998, workers are protected from dismissal or other detriment as long as they follow their employer's Whistleblowing procedure.

Any investigations arising from whistleblowing will not influence or be influenced by any other procedures to which a staff member may be subject.

#### Confidentiality

All disclosures will be treated in confidence and wherever possible, every effort will be made not to reveal your identity. However, you may need to come forward as a witness and you will be given every support at that time.

No code of confidentiality should prevent you from passing on any concerns that may impact on the safety and welfare of a child.

## Anonymous Disclosures

You should put your name to your disclosure whenever possible. Disclosures made anonymously will still be considered at the discretion of the Trust. However, it is helpful to have your name in case further information is required.

In exercising its discretion, the Trust will take into account:

- the seriousness of the issues raised.
- the credibility of the disclosure.
- the likelihood of confirming what is alleged from attributable sources.

## Untrue Disclosures

If you make a disclosure in good faith, but it is not confirmed by the investigation, no action will be taken against you. If, however, your allegation is frivolous, malicious or for personal gain, you may be subject to disciplinary action.

## What to do

### Procedures for making a disclosure

As a first step, you should normally raise your concerns with your Headteacher. Staff based in the Trust office should raise concerns with the CEO. If you believe your Headteacher is involved, you should approach the Chief Executive of the Trust or the relevant whistleblowing person on the Trust Board. This depends however, on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice.

You may raise your concern either verbally or in writing. The earlier you express your concern, the easier it is to take action. You should provide:

- details of your concerns, including the nature, dates and location of any relevant incidents.
- reasons why you feel concerned about the situation.

Although you are not expected to prove beyond doubt the truth of an allegation you will need to demonstrate to the person contacted that there are reasonable grounds for your concern.

You may wish to consider discussing your concern with a colleague first and you may find it easier to raise the matter if there are two (or more) of you who have had the same experience or concerns. You may also wish to discuss your concerns with your trade union representative on the staff of the school.

- Complaints will be investigated by the Headteacher unless the complaint is against the Headteacher or is in any way linked to the actions of the Headteacher. In such cases the concern should be passed to the Chief Executive of the Trust.
- Complaints against the Chair of the Trust or Chief Executive should be passed to the Trust whistleblowing contact person, who will nominate an appropriate person to investigate.
- If there is evidence of criminal activity, then the police will be informed.

## Investigating Procedure

- The investigating person will gather as much detailed written information as possible.
- They should inform the member of staff about who the complaint has been made as soon as is practicably possible. The member of staff will be informed of their right to be accompanied by a trade union or other representative at any future interview or hearing under the provision of these procedures.

- If the concerns are linked to safeguarding, then the LADO will be contacted for guidance and advice. They will advise if a referral needs to be made via MARU.
- The Headteacher / relevant Trust whistleblowing person will fully investigate with the assistance of other relevant bodies as appropriate.
- Once a judgement has been reached on the validity of the concern/allegation a written report will detail the findings of the investigation and the judgement.
- If the complaint is shown to be justified, they will invoke the disciplinary or other relevant procedures.
- If the LADO is involved, then the procedures for managing allegations against staff will be followed.
- The complainant should be kept informed of the progress of the investigations, and if appropriate the final outcome.
- In any meetings which have a connection to the whistleblowing concern the complainant has the right to be accompanied by their trade union representative or a colleague (providing they are not involved in the issue and would not be called as a witness).

### Action Taken by the school / Trust

- In order to protect individuals and those accused of malpractice, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. The overriding principle the school / Trust will have in mind is the public interest. Disclosure for which there are other specific procedures e.g. child protection or discrimination issues will normally be referred to for consideration under those procedures.
- Some concerns may be resolved by agreed action without the need for an investigation. If urgent action is required, this will be taken before any other procedures commence.
- Within 10 days of a concern being raised you will receive a response:
  - A. Acknowledging that the concern has been received
  - B. Telling you whether any initial enquiries have been made
  - C. Indicating how the matter is going to be dealt with
  - D. Giving an estimate of how long it will take to provide a final response
  - E. Supplying with details of staff support mechanisms
  - F. Telling you why if there is going to be no further action taken
- The school will take steps to minimise any difficulties you may experience as a result of making a disclosure. For instance, if you are required to give evidence in criminal or disciplinary proceedings the school will arrange for you to receive advice about the procedure
- You will need to be assured that the matter has been properly addressed. Therefore, subject to any legal constraints, you will be informed of the outcomes of any investigation. You would be expected to keep this information confidential.

### How the matter can be taken further:

This policy is intended to provide you with a route within school / Trust to pass on your concerns /make a disclosure of malpractice. The Trust's hope is that you will be satisfied with the action that is taken. If however, you are not satisfied and believe that your information has not been dealt with appropriately you can contact one of the following.

- Public Concern at Work
- NSPCC Whistleblowing helpline
- The External Auditor
- Your trade union
- Ofsted

- The Police
- Local Authority Designated Officer (LADO) (safeguarding concerns)
- Education Funding Agency.

If you do take the matter outside of the school / trust you should ensure that you do not disclose confidential information.

**Contact details are in Appendix 1.**

## Appendix 1

### Useful Contact Details:

Public Concern at Work: An independent charity whose lawyers are available to give you free confidential advice at any point in the process.

Helpline: 020 7404 6609 or [www.pcaw.org.uk/contact-us](http://www.pcaw.org.uk/contact-us).

NSPCC Whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally. Staff can call 0800 028 0285 – line is available from 08.00 am to 08.00 pm, Monday to Friday and email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

The External Auditor: Bishop Fleming, Truro: Tel: 01872 275651

Your trade union

- National Education Union (NEU) Tel: 0870 2407714
- National Association of Head Teachers (NAHT) Tel: 0300 3030333
- Unison Tel: 0114 2736307
- Unite: Tel: 0114 3210702
- Association of School and College Leaders (ASCL) Tel: 0116 2991 122
- Association of Teachers and Lecturers – The Education Union (ATL) Tel: 07748 351775
- The Teachers Union (NASUWT) Tel: 0114 2757015

Ofsted: Tel: 0300 123 4666 or [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

The Police: 999 or non-emergency 101

Local Authority Designated Officer LADO (safeguarding concerns) 01872 326536

Education Funding Agency: <https://www.gov.uk/government/publications/complain-about-an-academy>.

### Further Information:

Freedom to Speak Report: [www.freedomtospeak.org.uk](http://www.freedomtospeak.org.uk)

School complaints and whistleblowing:

<https://www.gov.uk/education/school-complaints-and-whistleblowing>

Whistleblowing for staff: [www.gov.uk/whistleblowing](http://www.gov.uk/whistleblowing)