



# Whistleblowing Policy

June 2024

Approved by the Governing Body Strategy Group 27/06/24

**This Policy is due for renewal in Term 6  
2025–26**

# **WHISTLEBLOWING POLICY**

## **OF**

# **GODINTON PRIMARY SCHOOL**

### **PART A – POLICY**

The requirement to have clear whistle-blowing procedures in place is set out in the Academy Trust Handbook.

This policy has been written in line with the above document, as well as government guidance on whistle-blowing. We also take into account the Public Interest Disclosure Act 1998 and Keeping Children Safe in Education 2023.

### **SECTION ONE: INTRODUCTION**

Godinton Primary School is committed to achieving the highest possible standards of probity and integrity regarding its practices.

The Academy recognises that it is important for all employees to have a means by which they can raise serious concerns about any aspect of the operation of the school or about the conduct of staff within the school. The school further acknowledges its obligations under the Public Interest Disclosure Act (1998) to ensure mechanisms are in place through which concerns relating to matters of public interest can be raised.

The school encourages employees to initially raise any concerns internally at the earliest opportunity rather than disregarding issues. Matters may then be escalated to involve external agencies as appropriate.

The school will address concerns seriously and undertake as much investigation as is necessary given the circumstances – this may include referral to external agencies.

The school will endeavour to advise an employee of any actions / outcome arising from a complaint where appropriate.

The school will provide reasonable support to an employee who raises a concern.

The school will ensure that where a concern is raised, an employee will be protected from detriment, harassment and victimisation. It is recognised that in certain cases it may be appropriate to consider concerns raised on a confidential or anonymous basis.

This policy and procedure explains:

- The mechanism for raising concerns
- The range of responses the school may take upon receipt of concerns
- The support and protection available to employees

## SECTION TWO: SCOPE OF THE POLICY

This Policy and Procedure applies to all employees of Godinton Academy Trust. (This policy also applies to agency workers, volunteers, contractors and others working on school premises).

### **Public Concern at Work defines whistleblowing as:**

*‘The raising of a concern either within the work place or externally, about a danger, risk, malpractice or wrong doing which affects others.’*

The whistleblowing procedure provides a means for employees to raise concerns about conduct or situations which they believe are inappropriate. Concerns may include, but are not limited to:

- Conduct which is, has been or is likely to be an offence or breach of law
- Conduct that has occurred, is occurring or is likely to occur – as a result of which the Academy fails to comply with a legal obligation
- Acts or potential acts of fraud / corruption / bribery or the misuse of public funds / resources
- Miscarriages of justice
- Past, current or likely health and safety risks
- Concerns about any aspect of service provision
- Concerns of a safeguarding / child protection nature
- Failure to have due regard to the need to prevent people from being drawn into terrorism (the ‘Prevent Duty’)
- Unethical or unprofessional conduct that causes concern
- The deliberate concealment of information relating to concerns listed above

The staff code of conduct policy outlines the expectations for professional conduct of all employees.

Concerns relating to an individual’s own employment should be raised through the school’s grievance procedures.

Employees may raise concerns about the practice of anyone who works for or on behalf the Academy including:

- All Employees
- Governors
- Volunteers
- Contractors

Concerns that employees have, may be raised individually or collectively. If collective concerns are raised staff should be prepared to give their own account during any investigation, should this be required.

There is no time limit for raising a concern – however Employees are encouraged to do so at the earliest opportunity since it may be difficult to address a matter if a significant time has elapsed.

### **SECTION THREE: RESPONSIBILITIES OF THE SCHOOL**

- To foster a culture where employees can feel confident in raising concerns
- To ensure concerns are fully considered, investigated as necessary and action taken as appropriate
- To ensure that employees raising concerns receive feedback on any action taken where appropriate
- To make employees aware how they can take matters further if they are not satisfied
- To reassure employees that they will be protected against detriment and reprisal should they raise a concern

### **SECTION FOUR: RESPONSIBILITIES OF EMPLOYEES (including Governors, Volunteers and Contractors)**

- To raise concerns only where there is a reasonable suspicion for doing so
- Not to knowingly raise a false allegation with malicious or vexatious intent
- To engage with internal / external actions to address any concerns – by attending meetings and / or participating in any investigation

### **SECTION FIVE: TRADE UNION REPRESENTATION**

Employees may wish to consult and seek guidance from their Trade Union representative before making a disclosure under this procedure

Employees may be accompanied to any meeting by a trade union representative or workplace colleague who is not involved in the area of work to which the concern relates.

### **SECTION SIX: RESPONSIBLE OFFICER AND MONITORING OF COMPLAINTS**

The Governing Body has overall responsibility for the maintenance and operation of this policy and procedure.

The Headteacher will ensure the effective implementation of the whistleblowing arrangements, providing training as appropriate, and undertake an annual audit of the whistleblowing arrangements as part of the school's safeguarding review which is presented

to the Governing Body.

The Headteacher will consider:

- The number and types of concerns raised and the outcomes of the investigations.
- Feedback from individuals who have used the arrangements
- Any complaints of victimisation
- Any complaints of failures to maintain confidentiality
- Any relevant litigation
- The level of staff awareness, trust and confidence in the arrangements

Any reporting will not identify the parties to the complaint.

## **PART B: PROCEDURE**

### **SECTION SEVEN: RAISING A CONCERN**

Wherever possible employees should initially raise concerns openly with their line manager or the Headteacher.

In instances of serious concern or where the complaint involves the line manager or Headteacher complaints may be raised with the Chair of Governors.

Should the Headteacher have concerns – these should be raised with the Chair of Governors in the first instance.

Please refer to Appendix A for the appropriate internal contacts.

Concerns may be raised verbally or in writing.

A concern raised in writing should:

- Set out the background and history of the concern – giving names, dates and places where possible
- Give the reason why the employee is particularly concerned about the situation
- For clarity it would be helpful for the employee to state that they wish their concerns to be addressed under the whistleblowing procedure

An employee is not expected to prove the validity of their concern, however they will need to demonstrate that there are sufficient and reasonable grounds for the issue raised. Further investigation may be hampered if there is only limited evidence to support the concern raised.

An employee may invite a Trade Union representative to support them in raising a concern or raise the matter on their behalf or at a subsequent meeting to explore the complaint.

## SECTION EIGHT: HOW THE SCHOOL WILL RESPOND

Preliminary enquiries may be made to decide on the appropriate course of action. This may necessitate further discussion with the employee who has raised the concern.

On occasion it may not be appropriate for the person who receives the complaint to progress the concern and the matter may be referred to another individual within the school or an external organisation, this will be dependent on the nature and severity of the issue raised.

It may be possible to resolve some concerns informally by agreed action without the need for further formal investigation.

Where it is not possible to resolve the matter informally, the action taken by the Academy will depend on the nature of the concern and may include:

- Undertaking an internal management or disciplinary investigation
- Referral to an external auditor
- Referral to another regulatory authority
- Referral to the Police
- Referral to the DfE
- Referral to LADO in the event of a child protection concern (please see safeguarding policy for further information)

Within 10 working days of receipt of any concern, the person progressing the matter will write to the Employee to:

- Acknowledge that the concern has been received
- Indicate how and through whom the school proposes to address the matter including whether further investigation or referral to another organisation will be made
- Give an estimate of how long the investigation will take
- Indicate whether further information will be sought from the employee and the arrangements for obtaining this where known

The form of further contact between the employee and the person progressing the complaint will depend on the nature of the matter raised and the follow up action required.

In instances where an investigation is prolonged or referral to an external agency takes place – arrangements will be made to provide the employee with situational updates as far as is practicable.

On occasion the person considering the complaint may determine that it is not appropriate for further action to be taken. This may include where:

- There is no evidence that malpractice has occurred
- The matter is / has been the subject of internal proceedings under another academy policy
- The matter is / has been the subject of external legal proceedings / been referred to another external agency
- A false and malicious or vexatious complaint has been made

## **SECTION NINE: NOTIFICATION OF THE OUTCOME OF THE CONCERN**

The school recognises that an employee raising a concern would wish to be assured that the matter has been fully addressed. Feedback will be provided on the outcome of the complaint, wherever possible.

In some circumstances however it may not be appropriate or permissible to share this information (for example where legal / disciplinary or regulatory authority action is pending or if sharing information may infringe the duty of confidence owed to a third party). Where it is not appropriate to provide detailed feedback the employee will be advised that the matter has been addressed or concluded as far as is practicable.

Where a matter is not to be considered further the employee who raised the complaint will be advised of this in writing.

## **SECTION TEN: HOW THE MATTER MAY BE TAKEN FURTHER**

This procedure is intended to provide employees with a mechanism to raise concerns internally within the Academy in the first instance.

Should this process be exhausted and the employee feels that matters have not been fully / appropriately addressed or that concerns are ongoing they may wish to raise the matter outside of the school.

Appropriate contacts are listed at Appendix A.

An employee who intends to raise a concern externally is encouraged to consider carefully whether this is the most appropriate form of action to resolve the issue and whether all reasonable internal steps have been taken.

If a matter is raised outside of the school, an employee should take all reasonable steps to ensure that confidential or privileged information is not disclosed.

If a member of staff is concerned with the response of the DSL to a safeguarding issue which has been raised, any member of staff can make a referral to Children's Social Services.

The contact number is: 03000 41 11 11 or 03000 41 91 91— out of hours

The Area Education Safeguarding Team can also provide useful advice (TEL: 03000 415648)

If staff remain concerned then they may contact the **NSPCC Whistleblowing Helpline** which offers free advice and support to professionals with concerns about how child protection issues are being handled in their own or another organisation. <https://www.nspcc.org.uk/what-you-can-do/report-abuse/dedicated-helplines/whistleblowing-advice-line/>

The school will follow up safeguarding allegations made against a member of staff by following the **Managing Allegations Against Staff Policy** which is in line with current practice guidance for Kent. However if anyone is concerned that the school has not done so appropriately, they may contact the **Local Authority Designated Officer (LADO)** using the following contact number: 03000 41 08 88. The LADO may also be contacted by using the following email address [kentchildrenslado@kent.gov.uk](mailto:kentchildrenslado@kent.gov.uk).

Further information about the school's safeguarding procedures is outlined in the school's **Safeguarding Policy**. Information posters around the school reinforce the procedures above if staff are concerned about the school's response to a safeguarding concern.

## **SECTION ELEVEN: PROTECTION AND SUPPORT FOR EMPLOYEES**

The school will take reasonable measures to support and protect Employees who raise concerns.

### **11.1 Protection from Detriment**

Employees raising a concern with reasonable suspicion for doing so will not be subject to discrimination, harassment or victimisation. Should an employee believe they have been subject to detriment or retribution they should report this to the **Chair of Governors** who may address the matter in accordance with the school's disciplinary procedure.

No action will be taken against an employee where concerns raised are subsequently unproven.

However disciplinary action may be taken against individuals who knowingly make 'false, malicious and / or vexatious allegations.

Should an employee commit a criminal offence in raising a concern (e.g. accepting a bribe or an act of corruption) – protection from detriment may be lost and the employee may be subject to the school's disciplinary procedures.

### **11.2 Confidentiality**

The best way to raise a concern is to do so openly. Openness makes it easier for the



school to assess and investigate the issue. However, it is recognised that there may be some circumstances where an employee would prefer to raise a concern in confidence. Employees should make the school aware of this when raising their concern.

Where appropriate every effort and consideration will be given to arrangements to maintain the employee's confidentiality – including off site meetings where appropriate.

Every effort will be made not to reveal the employee's identity, without their prior consent, if this is their wish.

However, in certain cases, it may not be possible to maintain confidentiality if the concern is subject to an external / police investigation where disclosure is required. An employee will be advised should there be a possibility that their confidentiality cannot be maintained.

### **11.3 Anonymous Concerns**

Employees are encouraged to put their name to any allegation where possible.

Anonymous allegations will be considered and investigated at the school's discretion.

In exercising the discretion, the following factors may be considered:

- The seriousness of the issues raised
- The credibility of the concern; and
- The likelihood of confirming the allegation from attributable sources

It should be noted that it may be more difficult to address the concern, support an employee or advise them of the outcome where a concern is reported anonymously.

### **11.4 Support**

Employees who raise a concern may wish to make use of any confidential counselling service provided by the school, if appropriate.

Employees may also wish to consult their professional association or Trade Union if they are a member.

Other sources of support are provided in Appendix 2.

Should an employee be required to give evidence in criminal or disciplinary proceedings – consideration will be given to appropriate support.

## **SECTION TWELVE: OTHER CONCURRENT PROCESSES**

Where a complaint is raised under the whistleblowing procedure this will not in itself be sufficient to halt any other ongoing processes relating to absence, conduct, performance or redundancy.

However, each case will be considered on its merits to ensure that the school is acting reasonably.

## **SECTION THIRTEEN: RECORD KEEPING**

Notes may be taken of all meetings with the employee held under this procedure. Where notes are taken a copy will be made available to the employee.

All records will be treated as confidential and processed in accordance with the General Data Protection Regulation (GDPR) which provides individual's with the right to request and have access to certain data.

A central record of whistleblowing will be maintained by the Headteacher. This register will record the following details:

- The name and status (e.g. employee) of the whistleblower
- The date on which the allegation was received
- The nature of the allegation
- Details of the person who received the allegation
- Whether the allegation is to be investigated and, if yes, by whom
- The outcome of the investigation
- Any other relevant details

The Register will be confidential and only available for inspection by the Governing Body. Senior staff or Governors who receive whistleblowing concerns must ensure the concern is recorded.

The Headteacher will report annually to the Governing Body on the operation of the procedure and on the whistleblowing allegations made during the period covered by the report. The report will be in a form which does not identify whistleblowers. This forms part of the annual safeguarding report.

## **SECTION FOURTEEN: IMPLEMENTATION, MONITORING AND REVIEW**

The Headteacher and Governors are responsible for ensuring that this Policy is monitored.

All school policies have an explicit aim of promoting equality and are reviewed in terms of

their contribution and effectiveness in achieving this aim. Please refer to the school's equal opportunities policy for further information.

This Policy is reviewed every two years.

## **SECTION FIFTEEN – EQUAL OPPORTUNITIES**

At Godinton Primary School, we are committed to ensuring equality of opportunity for all members of our school community irrespective of race, religion or belief, gender, gender reassignment, disability, sexual orientation, age, pregnancy or maternity, marriage and civil partnership or socio-economic background. We are determined to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality by challenging stereotypes and by creating an environment that champions respect for all. At Godinton Primary School, we believe that diversity is a strength that should be respected and celebrated by all those who learn, teach and visit us.

All school policies have an explicit aim of promoting equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.

## Appendix A: Contact Details

It is the usual expectation that an Employee will have endeavoured to raise the concern internally within the academy before referring the matter to an external organisation.

### Internal

<i>Contact</i>	<i>Telephone Number</i>	<i>Email</i>
Jill Talbot, Headteacher	01233 621616	headteacher@godinton.kent.sch.uk
Stephen King, Chair of Governors	01233 621616	chair@godinton.kent.sch.uk

Or in writing to the above named at the following address:

Godinton Primary School  
Lockholt Close  
Ashford  
Kent TN23 3JR

### External

<i>Contact</i>	<i>Telephone Number</i>	<i>Email / Website</i>
Protect – formerly known as Public Concern at Work	020 3117 2520	<a href="https://protect-advice.org.uk/">https://protect-advice.org.uk/</a>
Department for Education	0370 000 2288	<a href="http://www.gov.uk/contact-dfe">www.gov.uk/ contact-dfe</a> ;
Ofsted	0300 123 3155	<a href="mailto:whistleblowing@ofsted.gov.uk">whistleblowing@ofsted.gov.uk</a> ;
Local Government Ombudsman	0300 061 0614	<a href="http://www.lgo.org.uk">www.lgo.org.uk</a> ;
Office of Qualifications & Examinations Regulation	0300 303 3344	<a href="mailto:Public.Enquiries@ofqual.gov.uk">Public.Enquiries@ofqual.gov.uk</a> ;
LADO	03000 41 08 88	<a href="mailto:kentchildrenslado@kent.gov.uk">kentchildrenslado@kent.gov.uk</a>
The Area Education Safeguarding Team	Ashford – 03301 651 340	South Kent Safeguarding Advisor: Gemma Willson (Monday/Tuesday) Claire Ledger (Wednesday/Thursday/Friday)  <a href="https://www.theeducationpeople.org/our-expertise/safeguarding/safeguarding-contacts/">https://www.theeducationpeople.org/our- expertise/safeguarding/safeguarding- contacts/</a>

A comprehensive listing of 'prescribed persons and bodies' to which external disclosures may be made is available at:

<https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2/whistleblowing-list-of-prescribed-people-and-bodies>

Employees may also wish to raise a concern with:

- An elected member of the local authority
- Relevant trade union or professional association where the employee is a member
- A solicitor
- The police

#### **Support for Employees**

- Teachers Support Line [www.teachersupport.info](http://www.teachersupport.info);
- Trade Union or Professional Association where the employee is a member
- Citizen's Advice Bureau [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)