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Whistleblowing Policy for School Staff

Cytunwyd ar ran y llywodraethwyr gan/ Agreed on behalf of the governing body by Mrs Lowri Williams	Arwyddwyd/Signed: LJ Williams
Arwyddwyd gan y Pennaeth/ Signed by Headteacher Mr Aled Davies	Arwyddwyd/Signed: Aled Davies
Dyddiad/Date: Adolygiad nesaf/Review date:	Autumn Term 2026 Autumn Term 2027

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Annex A

Introduction

Whistleblowing can be defined as:

The disclosure by an employee or professional of confidential information which relates to some danger, fraud or other illegal or unethical conduct connected with the workplace, be it of the employer or their fellow employees The disclosure must be in the public interest, meaning it must affect others, for example the general public.

Statutory protection for employees who whistleblow is provided by the Employment Rights Act 1996, namely “Part IVA: protected disclosures”. Part IVA protects employees against victimisation if they make a protected disclosure and speak out about concerns about conduct or practice within the school which is potentially illegal, corrupt, improper, unsafe or unethical or which amounts to malpractice.

This policy applies to all school staff including full and part time, casual, temporary or substitute staff and to individuals undertaking work experience in the school.

Aims and scope of policy

The governing body is committed to high standards in all aspects of the school and will treat whistleblowing as a serious matter. In line with the governing body’s commitment to openness, probity and accountability, members of staff are encouraged to report concerns which will be taken seriously, investigated and appropriate action taken in response.

This policy aims to:

· give confidence to members of staff about raising concerns about conduct or practice which is potentially illegal, corrupt, improper, unsafe or unethical or

which amounts to malpractice or is inconsistent with school standards and policies so that they are encouraged to act on those concerns

· provide members of staff with avenues to raise concerns

· ensure that members of staff receive a response to the concerns they have raised and feedback on any action taken

· offer assurance that members of staff are protected from reprisals or victimisation for whistleblowing action within Part IVA

This policy covers whistleblowing relating to alleged:

· unlawful conduct

· miscarriages of justice in the conduct of statutory or other processes

· failure to comply with a statutory or legal obligation

· potential maladministration, misconduct or malpractice

· health and safety issues including risks to the public as well as risks to pupils and members of staff

· action that has caused or is likely to cause danger to the environment

· abuse of authority

· unauthorised use of public or other funds

· fraud or corruption

· breaches of financial regulations or policies

· mistreatment of any person

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· action that has caused or is likely to cause physical danger to any person or risk serious damage to school property

· sexual, physical or emotional abuse of members of staff or pupils

· unfair discrimination or favouritism

· harassment related to the protected characteristics – age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation

· any attempt to prevent disclosure of any of the issues listed.

Part IVA: protected disclosures sets out the full statutory rights and obligations of members of staff wishing to whistleblow. Where members of staff are unclear about any of the Part IVA requirements they should seek further advice. Protect is an independent charity that provides free advice for persons who wish to express concerns about fraud or other serious malpractice (telephone 020 3117 2520 or protect-advice.org.uk). Members of staff could also approach their trade union for further advice.

Safeguard against reprisal, harassment and victimization

The governing body will not tolerate harassment or victimisation of members of staff when matters are raised in accordance with Part IVA provisions. Any member of staff who victimises or harasses a member of staff as a result of their having raised a concern in accordance with the whistleblowing policy will be dealt with under the governing body's staff disciplinary procedures.

Part IVA provides protection to employees in circumstances where their disclosure can be classed as a protected disclosure. Under Part IVA it would be automatically unfair to dismiss or make any employee/member of staff redundant because they had made a protected disclosure, and it would be unlawful to subject them to any other detriment, such as demotion or a fine. In the event of such action an Employment Tribunal has the power to order re-instatement, re-engagement or order the award of compensation to successful claimants.

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Confidentiality

The governing body recognises that members of staff may want to raise concerns in confidence and will do its utmost to protect the identity of members of staff who raise a concern and do not want their name disclosed.

However, investigation into the concern could reveal the source of the information and statements may be required from the member of staff as part of the evidence, which would be seen by all parties involved. If the investigation leads to prosecution the whistleblower could be called in to give evidence in court.

The governing body will not place members of staff under pressure to give their name and will give due consideration to proceeding with investigating the concern on the basis of an anonymous allegation.

Anonymous allegations

Staff should put their name to allegations whenever possible - anonymous concerns are much less powerful. Nonetheless anonymous allegations will be considered under this whistleblowing procedure, especially concerns raised relating to the welfare of children. In relation to determining whether an anonymous allegation will be taken forward the governing body will take the following factors into account:

· the seriousness of the issue raised

· the credibility of the concern

· the likelihood of confirming the allegation from attributable sources, and obtaining information provided.

Untrue and malicious/vexatious allegations

If a member of staff makes an allegation but it is not confirmed by further inquiry the matter will be closed and no further action taken. If, however, the inquiry shows that untrue allegations were malicious and/or vexatious or made for personal

gain then the governing body will consider taking disciplinary action against the member of staff who made the allegations.

Allegations concerning safeguarding issues

If a member of staff raises a concern related to a safeguarding issue, the headteacher or chair of governors must not undertake their own internal safeguarding enquiries but should urgently consult the LA Designated safeguarding person (DSP) responsible for providing advice and monitoring cases (or if they are not available the designated manager for safeguarding in the authority's social services department or the police) so that the action for the handling of such allegations under the school's disciplinary procedure for staff and the safeguarding procedures can be initiated.

However, in relation to safeguarding issues, it is open to the member of staff to make a direct referral to the social services designated manager or the police either before raising their concern with the governing body, or where the headteacher or chair of governors fails to do so after raising their concern and the member of staff remains concerned about the situation.

If the concern involves a member of staff, internal decisions must not be made about whether it is a disciplinary issue or a safeguarding matter. Schools should be mindful that the police have statutory powers and responsibility for determining whether a criminal investigation is to be undertaken.

Procedure for making a whistleblowing allegation

You should raise your concern with your line manager, the headteacher, the chair of governors, or the governor nominated for whistleblowing or [other named person and contact number]. The person to be approached depends to an extent on the seriousness and sensitivity of the issue and who is thought to be involved.

If you feel you cannot express your concerns within the school, it is open to you to raise your concern with someone outside the school setting from the list of organisations in the section of this policy 'Taking the Matter Further', with key organisations to contact suggested as the LA, Protect and the trade unions.

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However, where the concern relates to a safeguarding matter, if you do not want to raise this through the school, you must consult the LA officer designated to lead on safeguarding (DSP, sometimes known as the LADO) or if that person is not available, the local authority's designated social services manager for safeguarding. If the concern needs to have police or other statutory authority involvement, the whistleblowing process will be halted until the statutory authorities have completed their investigations and confirmed that it is appropriate to continue with the whistleblowing process.

If possible, put your concern in writing for the avoidance of doubt. You should set out the background and history of the concern giving names, dates and places where possible, and explaining the reason for your concerns. If you feel unable to put the matter in writing, you can still raise your concern verbally and should telephone or arrange to meet the appropriate person. You can also ask your trade union or professional association to raise the matter on your behalf or to support you in raising the concern.

Response to whistleblowing

The matter raised may:

· need inquiry internally in the school

· need to be passed to the police if it relates to alleged criminal activity

· need to be passed to the person in the LA who deals with complaints about financial management or financial propriety in schools

· need to be referred to the LA officer designated to lead on safeguarding if there is a concern relating to safeguarding, or if that person is not available the local authority's designated social services manager for safeguarding.

At this stage concerns/allegations are neither accepted nor rejected.

Timescale for response

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The person [name/status] appointed by the governing body to look into whistleblowing allegations will normally provide a written response to you within 5 working days (except in the case of anonymous allegations):

· acknowledging that the concern has been received

· indicating how it is proposed to deal with the matter

· giving an estimate of how long it will take to provide a final response

· advising whether any enquiries have been made

· advising whether further enquiries will take place

· informing you of support available whilst matters are looked into, and maintaining confidentiality wherever possible, but also explaining that it may not be possible that you can remain anonymous.

The inquiry process

The appointed person [name/status] will:

· Look into the allegation - seeking evidence and interviewing witnesses as necessary.

· Maintain confidentiality wherever possible but will be mindful that there is no guarantee that the whistleblower can remain anonymous.

· If appropriate, bring the matter to the attention of the LA appointed person dealing with complaints about financial management of schools.

· If appropriate, for concerns of criminal behaviour refer the matter to the police.

· If appropriate, for concerns of safeguarding, refer the matter to the LA officer designated to lead on safeguarding/local authority social services designated manager for safeguarding. The whistleblowing process will be halted until the

statutory authorities have completed their investigations and confirmed that it is appropriate to continue with the whistleblowing process.

If the person appointed by the governing body needs to talk to you, you are permitted to be accompanied by a trade union or professional association representative or a fellow member of staff not involved in the area of work to which the concern relates.

The target is to complete the inquiry within 10-15 working days from the date of the initial written response. If the enquiry extends beyond the timescales outlined for specific reasons all individuals concerned will be notified of this in writing with an indication when the inquiry will be completed.

The inquiry report

Following completion of the inquiry process the person appointed [name/status] will make a written report and submit to the chair of the governing body normally within 5 working days. The report will not contain the whistleblower's name unless you have expressly stated that you wish to be named.

Following receipt of the inquiry report, the chair of governors will convene a committee with at least one other governor and an independent person from outside the governing body, e.g., the LA or a governor of another school to consider the inquiry report and decide on the action to be taken. This should normally take place within 5 - 10 working days following receipt of the inquiry report.

Following notification of the committee's decision, the chair of governors will notify you of the outcome normally within 5 working days (except in relation to anonymous allegations), setting out the action to be taken or that no further action is to be taken and the reasons why.

Taking the matter further

If no action is to be taken and/or you are not satisfied with the way the matter has been dealt with, you can make a complaint under the governing body's complaints

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procedure or raise your concerns with other organisations such as the ones listed below:

· the local authority

· a diocesan authority (for Church schools)

· a relevant professional body or regulatory organisation such as the Education Workforce Council (EWC) or Audit Wales

· the Children's Commissioner for Wales

· the Public Services Ombudsman for Wales

· the Care Inspectorate Wales

· a solicitor

· the police - for concerns of criminal behaviour

· a trade union or professional association

· Protect (The UK's whistleblowing charity that provides free advice. Telephone 020 3117 2520 or protect-advice.org.uk).

· or such other appropriate person as the circumstances may require.

Chair of governors Lowri Williams

Contact telephone number 07747 763888

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Appendix to Annex A

Guidance note for members of staff

This guidance should be followed if you suspect any conduct or practice in any area of the school's activities which is potentially illegal, corrupt, improper, unsafe or unethical or which amounts to malpractice.

DO

· Make an immediate note of your concerns.

· Note all relevant details such as what was said in telephone or other conversations, the date, time and the names of any parties involved, or any action observed.

· Convey your suspicions to someone with the appropriate authority and experience e.g., your line manager, a member of the senior management team, the headteacher, chair of governors.

· Deal with the matter promptly.

· Keep a copy of all notes/details, etc.

· Ask for a copy of your school's whistleblowing policy if this has not routinely been made available to all school staff.

DO NOT

· Ignore it or assume someone else will report it.

· Be afraid of raising your concerns. You must not suffer any recrimination as a result of voicing a reasonably held suspicion. The headteacher and/or chair of governors will treat any matter you raise sensitively and confidentially wherever possible (if you feel that the matter raised is not being treated sensitively and seriously then seek professional or alternative advice).

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· Approach or accuse any individuals directly.

· In relation to safeguarding cases, investigate or ask leading questions, make assumptions or offer alternative explanations or promise confidentiality - the persons should be advised that the concern will be shared on a 'need to know' basis.

· Convey your suspicions to anyone other than those with the proper authority although other organisations such as a trade union or professional association may help you raise your concerns.

· If you wish to remain anonymous, do not include your name/ position or any other information which could lead to your identity being disclosed.

Remember the Employment Rights Act 1996, namely “Part IVA: protected disclosures” protects you from victimisation by dismissal, redundancy or any other detrimental action provided you:

· have disclosed the information which you believe to be substantially true, and it was reasonable to make the disclosure

· have not acted maliciously or knowingly made a false allegation.

· are not seeking any personal gain.