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Academy

Whistleblowing Policy

This policy is reviewed e.g. BIENNIALY

**Approved by Governors
14/02/2018**

1. Introduction

All staff at one time or another, have concerns about what is happening at work. More often than not, these concerns are relatively minor and can be easily resolved. Openness, probity and accountability are vital components of public service. Employees who discover lapses in these areas must be encouraged to come forward and disclose their concerns to someone who can be trusted to take action. This process is known as 'Whistleblowing'. These issues will be taken seriously and treated in a confidential manner.

The Public Interest Disclosure Act 1998 makes it automatically unfair to dismiss someone on the grounds that they undertook a 'protected disclosure' (i.e. a disclosure made in good faith with a reasonable belief that there has been malpractice or impropriety), and compensation in these circumstances is unlimited. In order for staff to be protected under this law they must take reasonable steps to raise the matter internally first before going outside the organization and reporting their concerns to such as the press.

The policy applies to all employees and those contractors working for the School or on school premises, it also covers suppliers and those providing services under a contract with the school in their own premises.

2. What is the Policy for?

The policy has been introduced to

- encourage employees to feel confident in raising serious concerns and to question and act upon concerns about practice
- provide avenues for staff to raise those concerns and receive feedback on any action taken
- ensure that staff receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied
- reassure staff that they will be protected from possible reprisals or victimisation if they have reasonable belief that there is malpractice or impropriety and have made a disclosure in good faith

3. Examples of areas covered

The Policy is intended to cover the following areas of concern:

- lapses in child protection provision
- conduct which is an offence or a breach of the law/statutory powers
- disclosures related to miscarriages of justice
- health and safety risks, including risks to the public as well as other employees
- damage to the environment
- unauthorised use of public funds including action against Standing Orders or Financial Regulations
- possible fraud and corruption
- any other unethical conduct or improper conduct
- concealment of any of the above.

The policy is not intended to replace the complaint or employee grievance or other established procedures.

4. How the Academy will respond

Initial enquiries will be made to decide whether an investigation is appropriate and what form it should take. Some concerns may be resolved by agreed action without the need for investigation.

