



Whistleblowing Policy

Version	
Review Date	



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Policy Overview

Hillel Park School is an inclusive school based on Christian ethos and values. At Hillel Park School we have a strong commitment towards working in positive partnership with the whole school community. A school is a busy place where there are many interactions between pupils, parents, carers, and staff as part of the everyday life of the school. We have an ethos of respecting the rights of all members of the school community.

Our Values - Faith. Love. Service. Resilience.

We understand the impact these qualities have on inspiring our students to become faith-filled, kind young men and women, who can thrive and adapt to our ever-changing world, despite the challenges.

Objectives and Compliance

Should any interested party be unclear on the policy and how it impacts their role, they should contact the Head Teacher.

Order of Precedence

This document upon approval supersedes all previously drafted documents.



Policy Statements

1. Governance

- 1.1 The School is committed to conducting its business with honesty and integrity, and expects all staff to maintain high standards in accordance with their contractual obligations and the School's policies and procedures.
- 1.2 This policy takes account of the Whistleblowing Arrangements Code of Practice issued by the British Standards Institute and Public Concern at Work.
- 1.3 The aim of this policy is to ensure that our employees are confident that they can raise any matters of genuine concern without fear of reprisals, in the knowledge that they will be taken seriously and that the matters will be investigated appropriately and regarded as confidential.
- 1.4 There is a risk of things going wrong from time to time. A culture of openness and accountability is essential to prevent such situations occurring or to address them when they do occur. This policy is not a substitute for normal line management processes but an addition to them.
- 1.5 We expect all staff to maintain high standards in accordance with our code of conduct and to report any wrongdoing that falls short of these fundamental principles.
- 1.6 It is the responsibility of all employees to raise any concerns that they might have about malpractice within the school.

2. Disclosures

- 2.1 Concerns about malpractice within the school which affects or could affect, for example, parents, members of the public or other members of staff should be raised using the procedure set out in this document.
- 2.2 The policy should be used if there is a genuine concern and that there are reasonable grounds for believing that:
 - a) A criminal offence has been committed, is being committed, or is likely to be committed.
 - b) A person has failed, is failing, or is likely to fail to comply with their legal obligations.
 - c) A miscarriage of justice has occurred, is occurring, or is likely to occur.
 - d) The health and safety of any individual has been, is being, or is likely to be endangered.
 - e) The environment has been, is being or is likely to be damaged.
 - f) Any of the above are being, or are likely to be, deliberately concealed.
- 2.3 The School hopes that in most cases Staff will be able to raise any concerns with their Line Manager, speaking to them in person or putting the matter in writing if they prefer. However, where the matter is more serious, or you feel that your Line Manager has not addressed your concern, or you prefer not to raise it with them for any reason, you should use the following procedure:



- 2.4 Raise your concerns with the Headteacher, stating that you are using the Whistleblowing Policy and specify whether you wish your identity to be kept confidential. The Headteacher will acknowledge receipt of your disclosure and keep a record of further action taken.
- 2.5 If the disclosure relates to the Headteacher or if a disclosure has been made to the Headteacher and action has not been taken, a disclosure should be made to the Chair of Governors.

3. Aim of Disclosure

- 3.1 The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any workplace wrongdoing.
- 3.2 It is expected that these internal mechanisms for reporting will be effective. However, in very serious circumstances, or following an internal report which has not been addressed, we recognise that it may be appropriate for you to report your concerns to an external body, such as a regulator.
- 3.3 The government has prescribed a list of appropriate bodies for such external reporting; for example, the Environment Agency and the Health and Safety Executive. A full list is available from an independent charity called Public Concern at Work, who can be contacted by telephone on 0207 4046609 and by e-mail at whistle@pcaw.org.uk.
- 3.4 The School recognises that disclosures made under this policy may involve highly confidential and sensitive matters and some may prefer to make an anonymous disclosure. However, the School cannot guarantee to investigate all anonymous allegations.
- 3.5 Proper investigations may prove impossible if the investigator cannot obtain further information from the complainant, give feedback, or ascertain whether the disclosure was made in good faith.
- 3.6 Every effort will be made to keep the identity of an individual who makes a disclosure under this policy confidential, at least until any formal investigation is under way and no member of staff who raises genuinely held concerns in good faith under this procedure will be dismissed or subjected to any detriment as a result of such action.