

Dial Park Primary School Confidential Reporting Policy (“Whistleblowing”)

Introduction

This policy complements the corporate Confidential Reporting Policy and specifies responsibilities for school-based employees.

Statement

The Governing Body upholds high standards of openness, probity, and accountability. School governors with serious concerns should voice them confidently and without fear of reprisal.

Legislation

In accordance with the UK Public Disclosure Act 1998, this policy promotes public interest.

Scope

This policy supplements existing mechanisms (e.g., grievance procedures for employment issues, Governor complaints for parental issues, and child protection protocols). It covers major concerns including:

- Legal breaches
- Miscarriages of justice
- Health & safety risks
- Environmental damage
- Misuse of public funds
- Unethical conduct

Raising a Concern

- Initially, raise concerns with your immediate manager or Headteacher. For serious issues, contact the Chair of Governors or, in extreme cases, the Corporate Director for Children & Young People.
- Concerns should be written, detailing the background and reasons for the concern. If writing is not possible, arrange a meeting with the appropriate person.
- Although anonymous concerns are less powerful, they will be considered at the Governing Body's discretion. It is recommended to put your name to the allegation.
- You may consult with a colleague or trade union representative and bring them to any meetings.

Response to Concerns

The School will address all concerns. Depending on the nature, the concern may be:

- Investigated within the school
- Referred to a Council Service
- Referred to the external auditor
- Referred to the police
- Subject to an independent enquiry

If managed within the school, the appropriate management team member or Governing Body will respond. If referred to the Council, the corporate process applies.

Further Actions

If unsatisfied with the response or if taking the matter outside the Council, possible contacts include:

- Local councillor
- External auditor
- Solicitor
- Trade union
- Citizens Advice Bureau
- Relevant professional bodies or regulatory organisations
- Voluntary organisations
- Police
- Audit Commission

Ensure confidentiality is maintained when disclosing information outside the Council.

Review

This policy will be reviewed annually and is displayed permanently in the staffroom.