

# **Days Lane Primary School**



## **Whistleblowing Policy**

# 1. Introduction

This policy and procedure applies to all employees (which throughout this policy and procedure include workers) and Trustees. Additionally, other individuals performing functions in relation to the organisation, such as contractors, should have access to it.

For schools that subscribe to Bexley Council HR services, an adviser is always available to provide guidance in relation to the implementation of this policy. Days Lane Primary School subscribe to this service.

It is important to the school that any fraud, misconduct or wrongdoing by employees or Trustees of the school is reported and properly dealt with. The Headteacher or Governing body will, therefore, respond to all individuals who raise any genuine concerns that they may have about the conduct of others in the school, **which are in the public interest**. This policy and procedure sets out the way in which individuals may raise any concerns that they have and how those concerns will be dealt with.

- 1.1 The school expects the highest standards of conduct from all employees and Trustees and will treat seriously any concern raised about illegal or improper conduct.
- 1.2 Any individual covered by this policy will be expected, through agreed procedures and without fear of recrimination, to bring to the attention of the Headteacher (or the Chair of Trustees if the concerns relate to the Headteacher) any serious impropriety or breach of procedure.
- 1.3 Employees who do not follow the steps identified in this procedure or other agreed internal procedures, and take their concerns to other outside sources (e.g. the press), may be subject to a formal disciplinary investigation.
- 1.4 This policy does not form part of any employee's contract of employment and it may be amended at any time. The school may also vary any time limits as appropriate in any case.

# 2. Background

The law provides protection for employees who raise legitimate concerns about specified matters. These are called 'qualifying disclosures'. A qualifying disclosure is one made in the public interest by the employee who has a reasonable belief that:

- a criminal offence
- a miscarriage of justice
- an act creating risk to health and safety
- an act causing damage to the environment
- a breach of any legal obligation
- a concealment of any of the above

is being, has been, or is likely to be, committed. It is not necessary for the employee to have proof that such an act is being, has been, or is likely to be committed, - a reasonable belief is sufficient.

The employee has no responsibility for investigating the matter; it is the school's responsibility to ensure that an investigation takes place.

- 2.1 Where the concerns are about **safeguarding children or young people**, the school's designated senior person for Child Protection must be notified (see 7 below).
- 2.2 It is a procedure in which the Headteacher or Chair of Trustees will be expected to act swiftly and constructively in the investigation of any concerns in accordance with the school's disciplinary procedure
- 2.3 Concern about a colleague's professional capability should **not** be dealt with using this policy (but see section 7 below).

### 3. When should it be used?

This policy and procedure is for disclosures about matters other than a breach of an employee's own contract of employment. If an employee is concerned that their own contract has been, or is likely to be, breached he/she should use the school's grievance procedure.

**Where a disclosure is merely an expression of opinion** that fails to show that a legal obligation has been or is likely to be breached, it **cannot** amount to a protected or qualifying disclosure for the purposes of the whistleblowing legislation.

**Recent changes to the law** - A qualifying disclosure means any disclosure of information that in the reasonable belief of the worker is made in the public interest. This is why an employee will generally be precluded from being able to 'blow the whistle' about breaches of his or her own employment contract. The requirement that a whistle-blower make a qualifying disclosure 'in good faith' has been removed. Therefore, while the employer can seek a declaration from the whistle-blower that he or she is not knowingly making a false allegation, disciplinary action is likely to be appropriate only where there is clear evidence that the employee has misused this policy.

- 3.1 This policy and procedure is not designed to replace or be used as an alternative to the school's grievance procedure, which should be used where an employee is only aggrieved about their own situation. This policy and procedure will also not apply where the employee simply disagrees with the way the school is run.
- 3.2 Employees must have reasonable grounds for believing the information they have is accurate and not just idle gossip or rumour.
- 3.3 An employee who makes such a protected disclosure has the right not to be subjected to detrimental treatment, which includes, dismissal, disciplinary action, threats or other unfavourable treatment, because he/she has made a disclosure, provided it has not been made maliciously. Any employee who uses this policy and procedure will not be penalised for doing so. The employer will not tolerate harassment and/or victimisation of any employee raising concerns.
- 3.4 An employee who is not sure whether the conduct he/she is concerned about does constitute illegal or improper conduct or is unsure about how to proceed may contact the Headteacher or, if the concern were about the Headteacher then the

person to contact would be the Chair of Trustees (details in section 8) or professional association/trade union.

- 3.5** Financial regulations require that any suspicion of fraud, corruption or other financial irregularity be reported to Internal Audit for possible investigation. Normally an employee must first report any suspicion of such an irregularity to the Headteacher or Chair of Trustees (see section 5), who will in turn report it to Internal Audit. Similar principles apply to academies where the Funding Agency must be informed.

## **4. Principles**

- 4.1** Any matter raised under this policy and procedure will be investigated thoroughly, promptly and confidentially. Whilst the school will aim to keep the employee informed of the progress of the investigation and likely timescales, sometimes the requirement for confidentiality will prevent full information about the investigation and any consequential disciplinary action from being disclosed
- 4.2** No employee will be victimised for raising a matter under this policy. This means that the continued employment and opportunities for future promotion or training of the employee will not be prejudiced because he/she has raised a legitimate concern
- 4.3** Victimisation of a worker for raising a qualified disclosure will be a disciplinary offence
- 4.4** If misconduct is discovered as a result of any investigation under this policy the matter will be considered under the school's disciplinary procedure, in addition to any appropriate external measures
- 4.5** Maliciously making a false allegation is a disciplinary offence
- 4.6** An instruction to cover up wrongdoing is in itself a disciplinary offence. If told not to raise or pursue any concern, even by a person in authority, employees should not agree to remain silent

## **5. Procedure**

- 5.1** In the first instance, unless the employee reasonably believes their Headteacher to be involved in the wrongdoing, any concerns should be raised with the employee's Headteacher. If he/she believes the Headteacher to be involved, then the employee should proceed straight to stage three (see below 5.6)
- 5.2** The Headteacher/ Chair of Trustees will arrange an investigation into the matter (either by investigating the matter himself/herself or immediately passing the issue to someone in a senior position). The investigation may involve the employee and others involved giving written statements. Any investigation will be carried out in accordance with the principles set out above.
- 5.3** Employees who want to use the procedure but feel uneasy about it may wish to consult their professional association/trade union initially and bring a colleague professional

association/trade union representative along to any discussions. This is permitted as long as the third party is not involved in the issue.

- 5.4** Employees are not encouraged to make disclosures anonymously. Proper investigation may be more difficult or impossible if further information cannot be obtained from the employee. It is also more difficult to establish whether any allegations are credible. Employees who are concerned about possible reprisals if their identity is revealed should come forward to one of the contacts listed in section 8 of this policy and appropriate measures can be taken to preserve confidentiality although no guarantee can be given that this will always be possible
- 5.5** The Headteacher (or the person who carried out the investigation) will then report to the Chair of Trustees, who will take the necessary action, including reporting the matter to any appropriate department or regulatory agency. If disciplinary action is required, this will be taken forward by the Headteacher/ Chair of Trustees in consultation with the School's HR advisory team. On conclusion of any investigation, the employee will be told the outcome of the investigation and what the next steps will be (subject to issues of confidentiality). If no action is to be taken the reason for this will be explained
- 5.6** If the employee is concerned that their Headteacher is involved in the wrongdoing, has failed to make a proper investigation or has failed to report the outcome of the investigation, he/she should inform the Chair of Trustees. The aim of this policy and procedure is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the school. In most cases employees should not find it necessary to alert anyone externally and employees are strongly advised to seek advice before reporting a concern in this way. Employees who feel unable to follow this route, for whatever reason, have the option of contacting one of the following:
- HM Revenue and Customs
  - The Financial Services Authority
  - The Office of Fair Trading
  - The Health and Safety Executive
  - The Environment Agency
  - The Director of Public Prosecutions
  - The Serious Fraud Office
  - The Education Funding Agency
  - The Department for Education
  - The National College for Teaching and Leadership

## **6. What should be done if an issue is raised with a member of staff?**

- 6.1** If a member of staff, other than the Headteacher, is approached by a colleague on a matter of concern as defined in this document, he/she is advised to take the matter to the Headteacher (but see 5).

## **7. Safeguarding children and young people**

**7.1** Separate to the obligations under this policy, all employees have a duty to report concerns about the safety and welfare of pupils/students

**7.2** Concerns about any of the following should be reported to the school's designated senior person for Child Protection (DSL).

- physical abuse of a pupil/student
- sexual abuse of a pupil/student
- emotional abuse of a pupil/student
- neglect of a pupil/student
- an intimate or improper relationship between an adult and a pupil/student

If the concern is about the Headteacher or any designated safeguarding lead (DSL), the concerns should be reported to the Local Authority (in this case London Borough of Bexley) Designated Officer (LADO).

**7.3** The reason for the concern may be the actions of a colleague (including a more senior colleague), a Trustee, another pupil/student or someone outside the school. Whatever the reason, concerns must be reported. Failure to report a Child Protection related allegation will be in itself, a disciplinary matter.

## Generally

The legislation protecting individuals who makes a protected disclosure applies not only to employees, but also to any person who undertakes to do or perform personally (or otherwise) any work or service for the employer, regardless of the nature of the contractual relationship between them. Section 43J of the Employment Rights Act 1996 provides that a settlement agreement made between an employee and employer cannot prevent future protected disclosures.

Any confidentiality obligations in contracts of employment that would prevent an employee making a protected disclosure will be void.

## CONTACTS

Mrs J Trusty

**Headteacher**

Mr Lang

**Deputy Headteacher**

Mrs L Larkins & Mrs C Lancett

**Co- Chairs of Trustees**

The Headteacher, Deputy Headteacher and Chair of Trustees can be contacted via the school office on 0208 300 1697 or [admin@dayslaneprimary.co.uk](mailto:admin@dayslaneprimary.co.uk)

LADO for Bexley

0203 045 3436

07950 562936 (LADO mobile) [LADO@bexley.gov.uk](mailto:LADO@bexley.gov.uk)

**Review Date:** September 2023

## Appendix 1 - Managing allegations about professionals or volunteers who work with children.

### Referral form to the Local Authority Designated Officer (LADO)

This form below must be completed and emailed immediately to the LADO if it is alleged that a person who works with children has:

- Behaved in a way that has harmed, or may have harmed, a child
- Possibly committed a criminal offence against, or related to, a child; or
- Behaved towards a child in a way that indicates they may pose a risk of harm to children

The manager should then telephone the LADO immediately to discuss the next course of action.

#### Local Authority Designated Officer (LADO)

Bexley Council  
Civic Offices  
2 Watling Street  
Bexleyheath  
Kent DA6 7AT

T: 0203 045 3436 (LADO Team)

T: 0203 045 5645 (Business Support)

T: 0203 045 5543 (LADO direct)

M: 07950 562936 (LADO mobile)

E: [LADO@bexley.gov.uk](mailto:LADO@bexley.gov.uk)

E: [childrens.triageteam@bexley.cjsm.net](mailto:childrens.triageteam@bexley.cjsm.net)

If you are unable to contact the LADO Business Support or the LADO directly, call through to the MASH. The Social Worker on duty will be able to give you advice or will forward a message. Alternatively, send an email using the secure email (Egress Switch) for sending referral forms or any other sensitive information.

**If you think a child is at immediate risk of significant harm phone Children's Social Care and/or the Police immediately**

When receiving an allegation:

- Treat it seriously and keep an open mind
- **Do not** investigate
- **Do not** make assumptions or offer alternative explanations
- **Do not** promise confidentiality
- Record the details using the child/adult's own words
- Note time/date/place of incident(s), persons present and what was said
- Sign and date the written record Do not tell the member of staff/volunteer if this might place the child at risk of significant harm or jeopardise any future investigation



Referrer Details		
Name:		Job Title:
Organisation:		Telephone:
Organisation address:		Email address:
Date of referral:		
Child details: About whom the allegation refers		
Name:		
DOB:	Ethnicity:	Sex:
Home Address:		
School:		Unique Pupil Number:
Additional information e.g. disability, communication or other special needs, previous child protection concerns:		
Family Details		
Parent/Carer's name		
Relationship		
DOB		
Ethnicity		
Home address		
Telephone		
Email		
Siblings	Sibling 1	Sibling 2
Relationship		
DOB or age		
Sex		
Ethnicity		

Home address		
Telephone		
Email		
Additional information about the family		
<b>Professional or volunteer concerned</b> The person(s) about whom the allegation has been made		
Name:		
DOB:	Ethnicity:	Sex:
Telephone:	Email	
Job Title:	How long have they been in this job?	
Place of employment:	Employing Agency (include statutory or voluntary agency):	
Home Address:		
Additional information e.g. employment history; previous concerns raised:		
Details of any previous allegations made:		
Have safer recruitment processes been followed? Yes <input type="checkbox"/> No <input type="checkbox"/>	Date of DBS (formally CRB):	
<b>Details of allegation</b>		
What date did it happen?	What time did it happen?	Where did it happen?
Were there any witnesses? (Please provide details about who witnessed the incident and what they say they saw.)		
Allegation in Personal Life? Yes <input type="checkbox"/> No <input type="checkbox"/>		Allegation in Professional Life? Yes <input type="checkbox"/> No <input type="checkbox"/>
Record the details of the allegation using the child/adult's own words where possible (Please attach copies of any statements or other documents that you have about the incident.)		

Nature of allegation:	Was this an authorised physical restraint? Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Has the child been spoken to about this incident?</b> If yes, give details	
<b>Has the child parents or carers been informed?</b> If yes, give reason and details	
<b>Has the professional or volunteer been informed?</b> If yes, please give reason and details	