

All Saints Catholic High School Whistleblowing Policy

Mission

See Mission Statement <http://www.allsaints.sheffield.sch.uk/Parents.html>

Rationale

The Governing Body wishes to ensure that there is in school an environment in which teachers and support staff feel able to raise concerns internally without fear of disciplinary action being taken against them as a result of such a disclosure, and with the assurance that the matter will then be properly investigated.

Objectives

The purpose of this policy is to ensure that:

- Employees and workers have employment protection rights afforded by the provisions of the Public Interest Disclosure Act 1998, now incorporated into the Employment Rights Act 1996.

Roles and Responsibilities

The protection is against dismissal or detriment where the reason or ground for that action is that a Protected Disclosure has been made. It should be noted that to be a Protected Disclosure it will be necessary for the discloser to have a reasonable belief in the truth of the disclosure and for the disclosure to be made in good faith at the earliest opportunity/when you become aware of a matter of concern.

The types of matter that can be disclosed are:

- Criminal acts
- Failure to comply with a legal obligation
- A miscarriage of justice
- Health and safety breaches
- Damage to the environment
- Deliberate concealment of any of the above

Approach

If you have a concern about any such wrongdoing you can discuss it with your line manager who will have the obligation to listen and respond appropriately.



If that does not achieve a resolution with which you are satisfied or if it is inappropriate to raise the matter with your line manager, you should refer your concern either to the Head Teacher or to the Chair of Governors who are obliged to conduct a fair and proportionate investigation.

Subject to the School's Code of Conduct you are entitled to confidentiality.

You are also entitled to expect your concern to be dealt with promptly and to be kept informed of the progress of the investigation.

As your concern could also constitute a grievance, for which different rules apply, you should when expressing your concern indicate whether or not you wish it to be treated as a grievance as well.

Concerns about a colleague's professional capability should be dealt with under the Capability Policy.

Your contract of employment or some other regime may impose a duty of confidentiality on you. That duty is not removed simply because of the protection you have to make disclosures, but by the same token nothing in a confidentiality clause can preclude you from making a Protected Disclosure.

If your concern is ultimately found to be unsubstantiated you will not be at risk of any disciplinary action if the disclosure was Protected.

Bearing in mind that advice cannot be given in this statement, you should be aware that if at the conclusion of the school's investigation, your concern remains, there are further steps which you can take. These could include referring the matter to an outside agency. It would be sensible to seek independent advice before doing this.

The school also reserves the right to make such a referral if it sees fit to do so.

Links to Other Policies

This policy should be read in conjunction with the Code of Conduct

Monitoring and evaluation

- The effectiveness of this policy will be reviewed through the systematic process of whole school review and evaluation
- The Personnel and Staffing Committee will review this policy every 3 years in consultation with the Headteacher