



Good Shepherd Trust

Life in all its fullness

Whistleblowing Policy

Date of Adoption	April 2017
Reviewed	February 2023
Reviewed	September 2023
Reviewed	September 2024
Date of Next Review	September 2025

Version Number	Version Description	Date of Revision/Review
1	Original	April 2017
2	Updated to include reference to Allegations against staff and others and low-level concerns.	February 2023
3	New. Changes not highlighted. Re-written to provide a more user-friendly structure and format, with clarifications throughout to ensure the procedure and what to expect in response is clear. Updates on low level concerns.	September 2023
4	Reviewed (no changes)	September 2024

Values

In keeping with our Trust vision, every member of the Trust family of schools will be valued and encouraged to fulfil their potential. In our Trust we believe:

- Everyone has something to offer
- Trust, honesty, empathy and social responsibility are the Christian values that frame our work
- We are here for the whole person, spiritually, morally, educationally and socially
- In working with transparency and openness

1. Principles

The purpose of this policy is to make clear that employees can and should voice concerns without fear of victimisation, subsequent discrimination or disadvantage. It is intended that this policy will encourage and enable employees to raise serious concerns within the school and Trust rather than overlooking a problem or 'whistleblowing' outside the organisation.

This policy applies to all employees within the Trust whether on a permanent or on a fixed term contract. It also applies to contractors working for the school or Trust on school premises, for example agency workers, supply teachers and builders.

2. Policy

The Trust along with the Local Governing Body and management of the school has overall responsibility for ensuring that the Whistleblowing Policy is managed appropriately and are responsible for making employees aware of the existence of this policy. The Headteacher/ line manager is responsible for maintaining a record of concerns raised and outcomes (but in a form which does not endanger

confidentiality) and will report to the Local Governing Body and the Trust as necessary.

Employees could be the first to realise that there may be something seriously wrong within an individual school or the Trust. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or to the school. They may also fear harassment or victimisation. In these circumstances the employee may feel it is easier to ignore the concern rather than report what may just be a suspicion of malpractice.

The Trust is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees, and others that we deal with, who have serious concerns about any aspect of the Trust's work to come forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis.

This policy aims to encourage employees to feel confident about raising serious concerns and to question and act upon concerns about practice and to provide avenues for employees to raise those concerns and receive feedback on any action taken. The policy also aims to reassure employees that they will be protected from possible reprisals or victimisation if they have a reasonable belief and have made any disclosure in good faith.

A Grievance Procedure exists to enable an employee to lodge a grievance relating to his/her own employment. The Whistleblowing Policy is intended to cover major concerns that fall outside the scope of other procedures. This includes:

- Conduct which is an offence or breach of the law
- Disclosures related to miscarriages of justice
- Serious health and safety risks, including risks to the public as well as other employees
- Serious damage to the environment
- The unauthorised use of public funds
- Sexual or physical abuse of pupils
- Unethical conduct

Any serious concerns that an employee may have about any aspect of conduct by employees of the school or others acting on behalf of the school may be reported under this policy. This policy does not replace the Trust's complaints procedure.

3. Safeguards against harassment or victimisation

The Trust recognises that the decision to report a concern can be a difficult one to make. If what the employee is saying is true, or they have a reasonable believe that it is true, the employee will have nothing to fear because they will be doing their duty to the school and pupils of the school.

The Trust will not tolerate any harassment or victimisation (including informal pressure) and will take appropriate action to protect employees when concerns are raised in good faith.

Any investigation into allegations of potential malpractice will not influence, or be influenced by, any disciplinary or redundancy procedures that already affect an employee.

4. Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal the identity of an employee who raises allegations under this policy. At the appropriate time, however, the employee may need to come forward as a witness.

Employees are encouraged to put their name to allegations wherever possible. This is because concerns expressed anonymously are much more difficult to investigate. Therefore anonymous allegations will be considered at the discretion of the Headteacher in consultation with the Chair of the Local Governing Body or the CEO in consultation with the Trust Board.

5. Untrue allegations

If an employee makes an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against the employee. If however, the employee makes an allegation frivolously, maliciously or for personal gain, the Trust reserves the right to take disciplinary action against the employee.

6. How to raise a concern

In most circumstances the employee should raise concerns with their immediate line manager. This depends, however, on the seriousness and sensitivity of the issues involved and who is suspected of malpractice. For example, if the employee believes that senior management is involved, the employee should approach the Headteacher, Chair of the Local Governing Body or the Trust Board of Directors, initially by approaching the Chief Executive Officer.

Concerns may be raised verbally or in writing. It is helpful for the following information to be provided: the background and history of the concern (giving relevant names and dates) and the reason why the employee is particularly concerned about the situation.

The earlier the employee expresses the concerns, the easier it will be to take action. Although the employee is not expected to prove beyond reasonable doubt the truth of an allegation, the employee should demonstrate to the person contacted that there are reasonable grounds for the concern.

The employee may wish to consider discussing the concern with a colleague or trade union representative first and may find it easier to raise the matter if there are other colleagues who have the same experience or concerns.

7. How the School will Respond

The school may need to test out the concerns. Where appropriate the concerns may be investigated by management, this could be through the disciplinary process where relevant; or form the subject of an independent inquiry.

In order to protect individuals and those accused of malpractice, initial enquiries will be made to decide whether an investigation is appropriate, and if so, what form it should take. Some concerns may be resolved by agreed action without the need for investigation.

Within 10 working days of a concern being raised the Headteacher/ CEO or Chair of the Local Governing Body/ Chair of Directors will write to the employee:

- Acknowledging that a concern has been raised
- Indicating how it is proposed to deal with the matter

- Giving an estimate of how long it will take to provide a final response
- Telling the employee whether any initial enquiries have been made
- Telling the employee whether further investigations will take place and if not, why not.

The amount of contact between the individual considering the issue and the employee who raised the issue will depend on the nature of the matters raised; the potential difficulties involved and the clarity of information provided. If necessary the school will seek further information from the employee.

The school accepts that the employee will need to be assured that the matter has been properly addressed and therefore the school will inform the employee of the steps that have been taken to resolve the matter as appropriate. Where the employee has raised concerns in writing, then the school should confirm their course of action in writing also.

8. How the matter can be taken further

The aim of this policy is that employees should be able to raise concerns internally and it is hoped that the employee will be satisfied with any action taken. If this is not the case then they may raise their concerns to the Trust's Board of Directors. If the employee wishes to take the matter outside of the organisation then the following are possible contact points:

- Public Concern at Work
- Audit Commission
- A relevant Trade Union
- Citizens Advice Bureau
- Relevant Professional Bodies
- Regulatory Organisations
- Local Police

If the employee chooses to take the matter outside of the school and the Trust then the employee should ensure that they do not disclose confidential information. An employee should not take concerns directly to the media. Staff must acknowledge their individual responsibility to bring matters of concern to the attention of senior management and/or relevant agencies. Although this can be difficult this is particularly important where the welfare of children may be at risk. More information in this area can be found in the Trust Child Protection Policy.

The procedure will be reviewed annually to ensure its continued relevance to the school or setting.