



**KING EDWARD VI SCHOOL,  
SOUTHAMPTON**



**Stroud School**  
King Edward VI Preparatory School

## **Whistleblowing Policy**

### **PUBLIC INTEREST DISCLOSURES**

<b>Rationale:</b>	<p>The governing body aims to be a good employer and is committed to high standards of probity and good practice in employer/employee relations.</p> <p>The Public Interest Disclosure Act 1998 protects employees from any victimisation by employers if they reveal any wrong-doing in the workplace, and fear that they might be victimised in so doing. This policy is designed to ensure that employees can follow simple procedures, and to reassure everyone in the School that their concerns will be taken seriously.</p>
<b>Owner:</b>	Head (KES)
<b>Endorsed by Governing Board:</b>	12 February 2020 (next review February 2023)
<b>Revised:</b>	November 2019
<b>Date of next full review:</b>	November 2022
<b>Reviewed:</b>	Three yearly
<b>Date(s) of interim amendments:</b>	September 2020
<b>Category:</b>	Statutory for maintained schools
<b>Circulation and publication:</b>	Staff

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## **Responsibilities**

The Head has overall responsibility for the procedures and for ensuring that:

- appropriate procedures are in place,
- they are implemented;
- any concerns and any action taken are reported to the governing body; and
- all staff are aware of their rights and duties under the Act and the most up to date version of Part 1 of Keeping Children Safe in Education (September 2020)

## **Rights**

Any worker at the school is entitled, without any fear of reprisal, to disclose any action which he/she reasonably considers:

- potentially or actually unlawful, or
- involves a miscarriage of justice, or
- compromises an individual's health and safety;
- might cause environmental damage, or
- contravenes any school policy, or
- might be considered improper, or
- falls below the normal standards of conduct in the school.

or any concealment of such action.

This right is guaranteed by the governing body, so long as the individual has acted in good faith and believes the disclosure to be made is in the 'public interest'.

## **Duties**

The member of staff:

- must not commit a criminal offence in so doing;
- must not disclose such confidential information to any person outside the School unless the concern relates to the Governing Body – see Confidential Reporting below;
- must not expect any personal gain from making the revelation.

## **Complaints Procedures**

Members of staff should consider whether the School's grievance or complaints procedure should be followed in the first instance.

Any disclosure of a lack of probity during these procedures is protected by the whistleblowing legislation, and the governing body's guarantee.

## **Confidential Reporting**

In addition, any member of staff who has a reasonable concern about the probity of any action taken in the School can also choose to follow the 'confidential reporting route'.

In the first instance, he/she should take the matter up in confidence with the Head, or, if the concern is about any action taken by the Head, with the Chair of the governing body, or, if the concern is about any action taken by the governing body, with an appropriate body outside the School, which may include:

- The Health and Safety Executive
- The Environment Agency
- The Information Commissioner
- The Department for Education

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- The Department for Business, Energy & Industrial Strategy
- The Police
- The Charity Commissioner

The Head, or Chair of the governing body, must attempt to resolve the matter with the member of staff within a reasonable time, and in any case must report progress to the member of staff within ten days of the making of the complaint.

If the member of staff is not satisfied with the Head's or governing body's response to the complaint, or the time being taken to resolve it, the member of staff may take the matter up formally and promptly with the governing body in accordance with the School's Complaints Procedure.

## **Safeguarding**

Any member of staff who has a reasonable concern or suspicion of abuse by a member of staff (including volunteers and supply staff) must follow the procedure for referral as outlined in the Child Protection Policy and Guidance document, which can be located both on the T drive and School Website.

In addition, any member of staff (including volunteers and supply staff) who have a reasonable concern about poor/ unsafe practice, low level concerns or potential failures in the school's safeguarding regime should raise these with the Designated Safeguarding Lead (DSL). If the member of staff is not satisfied with the DSL's response, or the time taken to resolve it, the member of staff may take this up with the Head or make a referral to Children's Services. Where the staff member feels unable to raise the issue with the school or feels that their genuine concerns are not being addressed, other whistleblowing channels may be open to them including the NSPCC Whistleblowing Helpline (0800 0280285) or [help@nspcc.org.uk](mailto:help@nspcc.org.uk). Contact details for our Safeguarding partners, LADO and other Children's Services can be found in the Child Protection Policy and Guidance document.

## **Victimisation**

At all times the governing body guarantees the member of staff will be protected from any reprisals or victimisation. Members of staff who victimise a whistleblowing colleague will be held personally liable in a court of law, and the employer will be vicariously liable for the same.

However, any member of staff taking such a course must not make malicious or vexatious allegations which they know to be untrue, or risk penalties should a case proceed to court. In such circumstances the member of staff's conduct could lead to disciplinary action.

## **Monitoring and Review**

The Head will report all complaints of this nature to the next governing body meeting, without revealing the name of the complainant or any unnecessary details. The Head will report on the nature of any complaint and the action taken, and the resolution of it. The governing body will review the working of the procedures from time to time.