



Danegrove Primary School

Whistle Blowing Policy - 078

IDENTIFICATION

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DOCUMENT APPROVAL

Completion of the following signature block indicates that the appropriate parties have reviewed this document and agree with its intent.

Name	Role	Signature	Date
Deborah Metcalf	Headteacher		
Linda Gowling	Chair of Governors		

REFERENCES

The school procedures for Whistle Blowing may be found in:

PRC-MGT-005 Whistle Blowing procedures

WHISTLE BLOWING POLICY

INTRODUCTION

Barnet Council and the Danegrove School Governors have developed a Whistleblowing Policy based on the Public Interest Disclosure Act 1998. This means that if you are concerned that something wrong or dangerous is happening at Danegrove School, you can raise those concerns in confidence and without fear of reprisals.

We recognise that some concerns may be extremely sensitive, so we have developed a system which allows for the confidential raising of concerns within the school environment but you also have recourse to an external party outside the management structure of the school.

We are committed to creating a climate of trust and openness so that a person who has a genuine concern or suspicion can raise the matter with full confidence that the matter will be appropriately considered and resolved.

It's really important that you feel able to tell us about your concerns as unless you do, we may not find out until it's too late.

WHAT DOES THE WHISTLEBLOWING POLICY COVER?

Fraud, theft, corruption and other wrongdoing are covered by the policy. The types of things you could report include:

- A criminal offence (fraud, corruption, deception, crime)
- Illegality
- Abuse or ill treatment of vulnerable adults or children
- Abuse or ill treatment of any member of staff
- Danger to health and safety
- Damage to the environment
- Misconduct
- Miscarriages of justice
- Unauthorised use of school assets or funds
- Decision-making for personal gain
- False insurance claims against the school
- Serious failure to deliver service
- Serious breaches of school procedures which may advantage a particular party (for example tampering with tender documentation, failure to register a personal interest)
- Abuse of position
- Deliberate concealment of information relating to any of the above.

SO CAN I REPORT SIMPLY ANYTHING?

The Whistleblowing Policy isn't an excuse for malicious or false allegations. Anyone raising a concern must believe it to be largely true, and should not be looking for personal gain.

RAISING UNFOUNDED MALICIOUS CONCERN

Individuals are encouraged to come forward in good faith with genuine concerns with the knowledge they will be taken seriously. If individuals raise malicious unfounded concerns or attempt to make mischief, this will also be taken seriously and may constitute a disciplinary offence or require some other form of penalty appropriate to the circumstances.

The Prevent Duty & Promoting British Values

From 1st July 2015 all schools, registered early years childcare providers and registered later years

childcare providers are subject to a duty under section 26 of the Counter - Terrorism and Security Act 2015, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as the Prevent duty. Here at Danegrove School we take Safeguarding very seriously, therefore to ensure that we adhere to and achieve the Prevent duty.

CONCLUSION

Existing good practice within schools, in terms of systems of internal control both financial and non-financial and the external regulatory environment in which schools operate, ensure that cases of suspected fraud or impropriety rarely occur. The whistleblowing policy is provided as a reference document to establish a framework within which issues can be raised confidentially internally and if necessary outside the management structure of the school. This document is a public commitment that concerns are taken seriously and action will be taken.

Detailed Whistle Blowing Procedures are available in document PRC-MGT-005