**Perryfields Infant School**

**Whistleblowing**

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| **Purpose**Under this Code of Conduct,you should report anyconcerns you have aboutpossible malpractice withinthe school. Malpractice mayinclude:• possible corruption;• dangerousprocedures riskinghealth and safety;• abuse of staff orpupils;• evasion of statutoryresponsibilities;• damage to theenvironment;• other unethical orimproper conduct.\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*The whistle-blowingprocedure:encourages you to feelconfident in raising concernsand to question and actupon those concerns;**provides** avenues for you toraise concerns, and thenreceive feedback on anyaction taken;**ensures** that you receive aresponse to your concernsand that you are madeaware of how to pursuethem if you are not satisfiedwith the response;**reassures** you that you willbe protected from possiblereprisals or victimisation aslong as you have areasonable belief that youhave made any disclosure ingood faith. | **Principles**• The Governing Bodyassure staff that theyrecognise their rightto raise concerns;and that they arecommitted to dealingfirmly with any formof victimisation,harassment orreprisal at work;·• they will offersupport to anemployee who hasraised a concern inaccordance with theprocedure;·• employees have aright and a duty toraise concerns whenthey have areasonable beliefthat malpractice maybe occurring or haveoccurred;·• whenever possiblethe Governing Bodywill protect theidentify of anymember of staff whoraises a concern;·• Governing Bodystresses that anyonewho raises concernsmust do so in goodfaith.**The procedure sets out**·• how the GoverningBody will respond;·• how the matter canbe taken further;·• how the procedurewill be monitored;·• who hasresponsibility forimplementing theprocedure. | **How to raise the matter****Initially**Concerns should normally beraised initially with anappropriate level of linemanagement. However ifyou feel that this isinappropriate they maycontact:·• your Headteacher orChair of Governors• the County Council'sComplaints Officer;·• Human Resources.\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*The "whistle-blowingprocedure" can be obtainedfrom the Code of Conduct Policy.The responsibility forensuring that the schooladheres to an appropriateCode of Conduct rests withthe Governing Body and headteacher.Image result for whistle |