



WHISTLE BLOWING POLICY

Policy Adopted on:- 05.02.18

Approved by:- Full Trustees Committee

Date of Review:- 05.02.20

Signed:- _____

WHISTLEBLOWING POLICY

1.0 INTRODUCTION

- 1.1 Seva School is committed to the highest possible standards of conduct and encourages individuals, (refer to 1.5 below for details of who the policy applies to), with concerns about wrongdoing within the school to come forward and report those concerns. This process is commonly referred to as “whistleblowing” and the aim of this policy is to give detailed advice and reassurance to persons who wish to “blow the whistle” by reporting wrongdoing to those who can make a difference.
- 1.2 This policy, which is non-contractual, acknowledges and incorporates the specific statutory rights and protection given to employees by the Employment Rights Act 1996 as amended by the Public Interest Disclosure Act 1998, which applies to certain kinds of disclosure termed “Protected Disclosure”.

The Employment Rights Act 1996 as amended by the Public Interest Disclosure Act 1998 protects workers who make a “protected disclosure” from dismissal, selection for redundancy or from being subjected to any other detriment in employment as a result of raising a concern about wrongdoing. Consequently, if concerns are raised which fall into one of six categories of wrongdoing, this will be a “protected disclosure” provided that the specific requirements for that category of wrongdoing are met in that the concern is raised to the proper person or organisation. These six categories are:

- Crimes;
- Failure to comply with legal obligations;
- Miscarriage of justice;
- Risks to Health & Safety;
- Damage to the environment;
- Covering up any of the above.

The legal requirements for making a “protected disclosure” about each of these categories of wrongdoing are different for each category. Further information about these requirements is set out in the attached Protected Disclosure Guidance (Annex 1).

- 1.3 Provided that you are acting in good faith when making a disclosure and you have a reasonable belief that the information disclosed tends to show that wrongdoing has occurred, is occurring or is likely to occur in the future, it does not matter if you subsequently realise that you are mistaken. You do not have to specifically prove anything in order to have your concerns about wrongdoing investigated - the message the school wishes to give to you is ‘if in doubt – raise it’. Employees are expected to co-operate fully with any resulting investigation.
- 1.4 The Board of Trustees will consider the information received from a whistleblowing disclosure, however the decision as to whether or not to investigate, and the extent of that investigation will remain the Board of Trustees’s.

1.5 This policy applies to all employees, Directors, Trustees, contractors acting under the control of the Board of Trustees and supply / agency workers and Partnership organisations, which chose to adopt this policy. The provisions of this Policy are not directly available to members of the public. Members of the public, who wish to raise a concern about any aspect of the school's work, including wrongdoing, should follow the Complaints Procedure.

2.0 AIMS AND SCOPE

2.1 The aim of this Policy is to:

- Encourage the internal reporting of wrongdoing in a safe and constructive manner;
- Provide avenues for you to raise concerns about wrongdoing and receive feedback on any action taken by the Board of Trustees in response to your concerns;
- Allow you to take the matter further if you are dissatisfied with the School's response to your concerns;
- Reassure you that provided you disclose your concerns appropriately and in accordance with this policy, you will be protected from possible reprisals or victimisation.
- Identify ways to report concerns to the appropriate regulator or outside body;

2.2 All organisations face the risk of things going wrong or of unknowingly harbouring wrongdoers. The school believes it has a duty to identify such situations and take the appropriate measures to remedy the situation. By encouraging a culture of openness the school believes it can help prevent wrongdoing occurring both now and in the future.

2.3 The school has existing procedures in place to enable you to raise complaints about a variety of issues relating to **your own employment through the Grievance Procedure**. The Whistleblowing Policy is intended to cover concerns that fall outside the scope of the Grievance Procedure and you do not need to raise a grievance in order to disclose a concern about wrongdoing.

Any concern that you have about wrongdoing within the school can and should be reported under this Policy. If you fail to report your concerns, you could by your silence become implicated in the wrongdoing.

Your concern may be about something that:

- Is unlawful, e.g. Fraud, bribery, corruption;
- Is against the School's Articles of Association, Master Funding
- Falls below established standards or practice;
- Amounts to improper conduct;
- Amounts to a failure to comply with a legal duty, e.g. a breach of a statutory duty;
- Amounts to a miscarriage of justice;
- Is a health and safety risk, including risks to the public as well as other employees;
- Damages the environment;
- Is damaging to the reputation of the school or goes against the vision and ethos of the school;
- Comprises deliberately covering up of any of the above.

If your concern is in relation to any wrongdoing to Children and/or Vulnerable Persons, further information and guidance on how to raise such concerns can be found in the **Safeguarding Policy** and procedures.

By knowing about wrongdoing at an early stage, the school has the chance to take the necessary steps to safeguard its interests. The message the school wishes to give you is that you must not hesitate to “blow the whistle” on wrongdoing.

3.0 RAISING A CONCERN

- 3.1 In most circumstances you should raise concerns with your Head Teacher / Line Manager. This depends, however, on the seriousness and sensitivity of the issues involved and who is suspected of malpractice. For example, if you believe that the Head Teacher/Line Manager is involved then you should approach the HR Adviser or a member of the PPS Committee.
- 3.2 Although concerns about wrongdoing can be raised orally or in writing, the school would encourage you to put them in writing, setting out the background and history of the concern and giving names, dates, places and amounts where possible, providing as much information as you have available. You must fully co-operate with any investigation that is instigated.
- 3.3 The school also encourages you to put your name to your concerns. Concerns expressed anonymously will be considered at the discretion of the Board of Trustees and in exercising this discretion they will take into account the seriousness of the issues raised, the credibility of the concern and the likelihood of corroboration from other sources.
- 3.4 The school does not expect you to prove that the wrongdoing has occurred is occurring or is likely to occur in the future but you will need to show to the person you contact that you have sufficient grounds for your concern and that the information disclosed tends to show the wrongdoing. Advice and guidance on how to pursue matters of concern may be obtained from the Head Teacher, The Chair of Board of Trustees, a union representative, the Human Resources Adviser or a Trustee.
- 3.5 Any concerns about wrongdoing within the school which you do not raise in good faith, for example **concerns that you raise maliciously, for revenge or for personal gain, may result in action taken against you in accordance with the Disciplinary Procedure**. You help to show your good faith by telling the school all that you know about the matters you raise.
- 3.6 If you are already the subject of any other employment procedure this will not be affected as a result of you raising a concern about wrongdoing under this Policy.
- 3.7 If you feel unable to raise your concerns about wrongdoing internally or feel dissatisfied with an internal investigation into your concerns, the school acknowledges that you may be justified in contacting a relevant external organisation.
- 3.8 The Secretary of State has prescribed a number of external organisations (see Annex 2) for the purpose of raising a concern about wrongdoing, in the event that the

more stringent conditions regarding external disclosure are met.

3.9 If you choose to disclose your concern outside the school, you must take care to ensure that you do not disclose confidential or privileged information. Examples of information that was given to the school in confidence (either explicitly or where it is clear from the circumstances that there is an expectation that the information will not be passed on) are:

- information that would enable a child or other vulnerable client to be identified
- commercially sensitive information
- third party personal financial information
- information that is held as part of court proceedings where the information has not been made public
- information that could affect national security
- legal advice given to the school

Where confidential or privileged information is inappropriately disclosed, you may be subject to disciplinary action in accordance with the Disciplinary Procedure.

4.0 HOW THE BOARD OF SCHOOL WILL RESPOND

4.1 The action taken by the school will depend upon the nature of the concern that is raised.

4.2 In most instances, it is expected that in order to protect individuals and the school, initial enquiries will be made to decide whether a formal investigation is required and, if so, what form this investigation will take. At this stage, the Head Teacher or Head of Primary, in consultation with the Human Resources Adviser where appropriate, will then take the decision to:

- Complete the investigation internally using an independent and impartial Trustee or senior leader.

They will also determine the terms of reference for the investigation; or

- Refer the matter to an external body for them to investigate;
- Refer the matter to the school's external Auditor; or
- Refer the matter directly to the Police; or
- Organise an independent inquiry; or
- Refer the matter for consideration under any other existing school procedure as may be appropriate in the circumstances;
or
- Take no further action

If the disclosure has been made directly to the Human Resources Adviser (s)he will refer it to the Head Teacher / Head of Primary.

4.3 The school would also wish to point out that some concerns about wrongdoing may be resolved by agreed action without the need for further investigation.

4.4 Within **10** working days, or if this is not possible as soon as reasonably practicable, on receipt of your concern about wrongdoing, the school will write to you, at your contact address, with the following information:

- An acknowledgement that your concern has been received;
- An indication of what happens next;

And when practically possible

- An estimate of how long it will take to provide you with a final response and why it will take this long;

If applicable, an explanation as to why it may not be appropriate to carry out a formal investigation.

4.5 The amount of contact between you and the Investigating Officer will depend on the nature of the concern about wrongdoing you have raised, the potential difficulties involved and the clarity of the information provided. If it is necessary to seek further information from you, a meeting will be arranged with you, at which you will have the right, if you wish, to be accompanied by your Trade Union representative or work colleague who is not involved in the area of work to which the concern about wrongdoing relates or another advisory body such as the citizens advice bureau. At your request, any meeting may be held away from your workplace and / or outside working hours if appropriate.

- 4.6 The school will attempt to resolve the matter within **20** working days of your concern being raised, or if this is not possible as soon as reasonably practicable. If the matter cannot be resolved within this time scale, the school will keep you regularly informed of how the concern you raised is being dealt with.
- 4.7 The school accepts that employees raising a concern about wrongdoing need to be assured that the matter has been properly addressed. Consequently, subject to legal constraints, the person raising the concern will be notified of the outcome of any investigation.
- 4.8 The outcomes of all formal Whistleblowing investigations will be reported to the School Board by the Head Teacher / Head of Primary who will ensure a record of all Whistleblowing cases is maintained.
- 4.9 It is recognised that instances may arise where a concern has been raised but not proven, that results in the whistleblower and accused person resuming a working relationship together. This in turn may give rise to concerns of potential victimisation or harassment.
- 4.10 The School recognises that the decision to raise a concern about wrongdoing can be a difficult one to make. The School will not tolerate harassment or victimisation as a result of you raising a concern and will take action to protect you when your disclosure was made in good faith and you had a reasonable belief that the information disclosed tended to show the wrongdoing.
- 4.11 If you feel that you have suffered harassment, either directly or indirectly, as a result of raising a concern under this policy, you should refer to the Grievance Procedure.

5.0 IMPLEMENTATION OF THIS POLICY

- 5.1 The Head Teacher, Trustees and Senior Leaders within the school are responsible for ensuring that all employees are made aware of this Policy.
- 5.2 A comprehensive training programme will be established by the school.

The Whistleblowing Policy will be reviewed periodically taking account of all incidents of whistleblowing to ensure that it continues to uphold the highest standards of conduct and openness.

PROTECTED DISCLOSURE GUIDANCE

The Six Categories of Wrongdoing – Requirements for Raising a Concern

- **Crime**

You must have a reasonable belief that your concern tends to show that a criminal offence has been committed, is being committed or is likely to be committed.

- **Failure to Comply with Legal Obligations**

You must have a reasonable belief that your concern tends to show that a person has failed, is failing or is likely to fail to comply with any legal obligation to which he is subject. The legal obligation must exist - it is not enough that you merely think the legal obligation exists.

- **Miscarriage of Justice**

You must have a reasonable belief that your concern tends to show that a miscarriage of justice has occurred, is occurring or is likely to occur.

- **Risks to Health & Safety**

You must have a reasonable belief that your concern tends to show that the health and safety of any individual has been, is being or is likely to be endangered.

- **Damage to the Environment**

You must have a reasonable belief that your concern tends to show that the environment has been, is being or is likely to be damaged.

- **Covering up any of the above**

You must have a reasonable belief that your concern tends to show that information tending to show any of the above has been is being or is likely to be deliberately concealed.

Notes:-

If by raising your concern, you commit an offence, this will not be a protected disclosure.

If you raise a concern in the course of obtaining legal advice and a claim of legal professional privilege could be maintained in legal proceedings, this will not be a protected disclosure.

You must raise your concern in good faith and have a reasonable belief that your concern is substantially true. You must not raise your concern for personal gain. You must raise your concern in accordance with this policy.

LIST OF PRESCRIBED PERSONS

The following is an extract from the full list of Prescribed Persons containing the external organisations relevant to raising concerns into wrongdoing within the School.

The Charity Commissioners for England and Wales

Matters in respect of which the person is prescribed: The proper administration of charities and of funds given or held for charitable purposes.

Contact:

Charity Commission
Liverpool Head of Operations
2nd Floor
20 Kings Parade
Queens Dock
Liverpool
L3 4DQ
Tel: 0845 300 0218
www.charity-commission.gov.uk

Chief Executive of the Criminal Cases Review Commission

Matters in respect of which the person is prescribed: Actual or potential miscarriages of justice (The Commission has responsibility for these matters in respect of England, Wales and Northern Ireland).

Contact:

Criminal Cases Review Commission
5th Floor, Portland House
17 Renfield Street
Glasgow
G2 5AH Tel: 0141 270 7030
Fax: 0141 270 7040
Email: info@ccrc.gov.uk www.scr.org.uk

OFSTED

Matters in respect of which the person is prescribed: To inspect and regulate care for children and young people, and inspect education and training for learners of all ages.

Contact

WBHL
Ofsted
Piccadilly Gate Store Street
Manchester M1 2WDE
Email: whistleblowing@ofsted.gov.uk
Website: www.ofsted.gov.uk

The Commissioners for Her Majesty's Revenue and Customs

Matters in respect of which the person is prescribed: Value added tax, insurance premium tax, excise duties and landfill tax. The import and export of prohibited or restricted goods. Income tax, corporation tax, capital gains tax, petroleum revenue tax, inheritance tax, stamp duties, national insurance contributions, statutory maternity pay, statutory sick pay, tax credits, child benefits, collection of student loans and the enforcement of the national minimum wage.

Contact:

Her Majesty's Revenue and Customs Cross Cutting Policy
Room 1E/04
1 Parliament Street
London
SW1A 2BQ
Tel: Freephone 0800 788 887
Fax: free fax 0800 783 0879
Email: customs.confidential@hmrc.gov.uk

Comptroller and Auditor General of the National Audit Office

Matters in respect of which the person is prescribed: The proper conduct of public business, value for money, fraud and corruption in relation to the provision of centrally funded public services

Contact:

The Comptroller and Auditor General
National Audit Office
157-197 Buckingham Palace Road
Victoria
London, SW1W 9SP
Tel: 020 7798 7999

The Director of the Serious Fraud Office

Matters in respect of which the person is prescribed: Serious or complex fraud

Contact:

The Director of the Serious Fraud Office
Elm House
10-16 Elm Street
London
WC1X 0BJ
Tel: 020 7239 7272
Fax: 020 7837 1689

The Environment Agency

Matters in respect of which the person is prescribed: Acts or omissions which have an actual or potential effect on the environment or the management or regulation of the environment including those relating to pollution, abstraction of water, flooding, the flow of rivers, inland fisheries and migratory salmon or trout

Contact:

The Environment Agency
Rio House
Waterside Drive
Aztec West
Almondsbury
Bristol
BS12 4UD
Tel: 0800 807060 (24 hour line)
or enquiries 01454 624400
Fax: 01454 624409

Food Standards Agency

Matters in respect of which the person is prescribed: Matters which may affect the health of any member of the public in relation to the consumption of food and other matters concerning the protection of the interests of consumers in relation to food.

Contact:

Personnel and Establishments Division
Food Standards Agency
Room 111C
Aviation House
125 Kingsway
London
WC2B 6NH
Tel: 020 7276 8120
Fax: 020 7276 8132

The Financial Conduct Authority

Matters in respect of which the person is prescribed: The carrying on of investment business or of insurance business. The operation of banks and building societies, deposit-taking businesses and wholesale money market regimes. The operation of friendly societies, benevolent societies, working men's clubs, specially authorised societies and industrial and provident societies. The functioning of financial markets, investment exchanges and clearing houses. Money laundering, financial crime, and other serious financial misconduct, in connection with activities regulated by the Financial Conduct Authority.

Contact:

Intelligence Department (Ref PIDA)

The Financial Conduct Authority
25 The North Colonnade Canary
Wharf

London E14 5HS Tel:
020 7066 9200

Email: whistle@fca.org.uk.

Health and Safety Executive

Matters in respect of which the person is prescribed: Matters which may affect the health or safety of any individual at work; matters which may affect the health and safety of any member of the public arising out of, or in connection with, the activities of persons at work

Contact

Health and Safety Executive
Information Services Caerphilly
Business Park Caerphilly
South Wales
CF83 3GG
Tel: 0845 345 0055
Fax: 0845 408 9566
Email: hse.infoline@natbrit.com

Local authorities

(The local authority which under section 18 of the Health and Safety at Work etc Act 1974 is responsible for the enforcement of the relevant statutory provisions)

Matters in respect of which the person is prescribed: Matters which may affect the health or safety of any individual at work; matters which may affect the health and safety of any member of the public arising out of, or in connection with, the activities of persons at work

Contact

The appropriate local authority

Information Commissioner

Matters in respect of which the person is prescribed: Compliance with the requirements of legislation relating to data protection and to freedom of information* (*Data protection legislation regulates the processing of information relating to individuals, including the obtaining, holding, use or disclosure of such information) (*Freedom of information legislation provides for the disclosure by public authorities of the information that they hold)

Contact

The Office of the Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545700
Fax: 01625 524510
Email: mail@ico.gsi.gov.uk

The Pensions Regulator

Matters in respect of which the person is prescribed: Matters relating to occupational pension schemes and other private pension arrangements

Contact

The Pensions Regulator
Napier House
Trafalgar Place
Brighton
BN1 4DW

Tel: 0870 6063636
Textphone: 0870 2433123
fax: 0870 2411144
E-mail: customersupport@thepensionsregulator.gsi.gov.uk Website:
www.thepensionsregulator.gov.uk

The Office of Communications

Matters in respect of which the person is prescribed: the provision of electronic communications networks and the use of the electro-magnetic spectrum, broadcasting and the provision of radio and television services, media ownership and control and competition in communications markets

Contact

Chairman
The Office of Communications
Riverside House
2a Southwark Bridge Road
London
SE1 9HA
Tel: 020 7981 3000
Fax: 020 7981 3333

Office of Fair Trading

Matters in respect of which the person is prescribed: Matters concerning the sale of goods or the supply of services, which adversely affects the interests of consumers. Competition affecting markets in the United Kingdom

Contact

Office of Fair Trading
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX
Tel: 020 7211 8000
Fax: 020 7211 8800

HM Treasury

Matters in respect of which the person is prescribed: The carrying on of insurance business

Contact

HM Treasury
Insurance
Directorate 43
Parliament Street
London
SW1P 3AG
Tel: 020 7270 1720
Fax: 020 7270 4694

Secretary of State for Education

Matters in respect of which the person is prescribed: about matters relating to the following educational institutions in England: Maintained Schools; Maintained Nursery Schools; Independent Schools (including academies and free schools); Non-maintained special schools; Pupil referral units; Alternative provision academies; 16 – 19 academies (and free schools); Sixth form colleges; Special post-16 institutions.

Contact

Ministerial and Public Communications Division
Department for Education
Picadilly Gate
Store Street
Manchester
M1 2WD
Tel: 0370 000 2288
On-Line: www.education.gov.uk/contactus

Secretary of State for Trade and Industry

Matters in respect of which the person is prescribed: Fraud and other misconduct in relation to companies, investment business, insurance business, or multi-level marketing schemes (and similar trading schemes); insider dealing

Contact

Vetting Section
Companies Investigation Branch
Department of Trade and Industry
Kingsgate House
66-74 Victoria Street
London
SW1H 0WU
Tel: 020 7215 3120
Fax: 020 7215 3112

Consumer safety

Contact

Consumer Affairs Directorate V418
Department of Trade and Industry
1 Victoria Street
London
SW1H 0ET
Tel: 020 7215 5496
Fax: 020 7215 0339

Local authorities which have responsibility for enforcement of consumer protection Legislation

Matters in respect of which the person is prescribed: Compliance with the requirements of consumer protection legislation

Contact

The appropriate local authority

Local authorities which are responsible for the enforcement of food standards

Matters in respect of which the person is prescribed: Compliance with the requirements of food safety legislation

Contact

The appropriate local authority

ADVICE AND INFORMATION

Advisory, Conciliation and Arbitration Service (Acas)

Acas operates a nationwide network of helplines which deal with queries about employment matters, including the rights and obligations arising out of employment law. The service is available to any individual or organisation free of charge. Any worker who contacts Acas will wish to bear in mind the distinction between seeking information about the provisions of the Public Interest Disclosure Act 1998, and the requirements attached to making a protected Disclosure.

ACAS Helpline: 0300 123 1100

www.acas.org.uk

Public Concern at Work

This is an independent organisation which can provide guidance and training to employers on whistleblowing and can also offer free advice to employees unsure whether or how to raise a concern about workplace wrongdoing.