



Perseverance Respect Honesty Friendship

Whistle blowing Policy

Date written

September 2025

Authorised by

Governors

Review Date

September 2026



Introduction

The staff and governors of Brooklands Primary School seek to run all aspects of school business and activity with full regard for high standards of conduct and integrity. In the event that members of school staff, parents, governors or the school community at large become aware of activities which give cause for concern, Brooklands Primary School has established the following Whistleblowing Policy, or code of practice, which acts as a framework to allow concerns to be raised confidentially and provides for a thorough and appropriate investigation of the matter to bring it to a satisfactory conclusion.

Throughout this policy, the term *Whistleblower* denotes the person raising the concern or making the complaint. It is not meant in a pejorative sense and is entirely consistent with the terminology used by Lord Nolan as recommended in the *Second Report of the Committee on Standards in Public Life: Local spending Bodies published in May 1996*.

Brooklands Primary School is committed to tackling fraud and other forms of malpractice and treats these issues seriously. Brooklands Primary School recognises that some concerns may be extremely sensitive and has therefore developed a system which allows for the confidential raising of concerns within the school environment but also has recourse to an external party outside the management structure of the school.

Brooklands Primary School is 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.

The provisions of this policy apply to matters of suspected fraud and impropriety and not matters of more general grievance which would be dealt with under the Brooklands Primary School grievance procedures.

Definition and Purpose

- Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our school's activities. This includes concerns about the safety and wellbeing of children, financial misconduct, or breaches of school policies.
- The purpose of this policy is to ensure that staff feel confident to raise concerns and are protected when doing so.

Safeguarding Alignment

- This policy should be read in conjunction with the school's Safeguarding and Child Protection Policy and the latest version of Keeping Children Safe in Education 2025.
- Staff must report safeguarding concerns immediately, even if they are unsure, and whistleblowing is a valid route if they feel concerns are not being addressed. Examples of this include:
 - Failure to follow child protection procedures
 - Inappropriate staff behavior
 - Low level concerns
- Low level concerns (those not meeting the threshold) are handled in line with KCSIE 2025.
- The Designated Safeguarding Lead (DSL) should be contacted in cases where concerns relate to child protection.

When might the Whistleblowing Policy apply?

The type of activity or behaviour which Brooklands Primary School considers should be dealt with under this policy includes:

- manipulation of accounting records and finances
- inappropriate use of school assets or funds
- decision-making for personal gain
- any criminal activity
- abuse of position
- fraud and deceit
- serious breaches of school procedures which may advantage a particular party (for example tampering with tender documentation, failure to register a personal interest)
- repeated low-level non-compliance with safeguarding procedure
- discriminatory behaviour
- bullying or harassment (including online)
- Radicalisation or extremism
- Inappropriate relationships or boundary crossing behaviour

What action should the *Whistleblower* take?

Brooklands Primary School encourages the *Whistleblower* to raise the matter internally in the first instance to allow those school staff and governors in positions of responsibility and authority the opportunity to right the wrong and give an explanation for the behaviour or activity.

Brooklands Primary School has designated a number of individuals to specifically deal with such matters and the *Whistleblower* is invited to decide which of those individuals would be the most appropriate person to deal with the matter.

Name & Position

Contact details

John Beith - Headteacher

c/o Brooklands Primary School

Anne Madden - Chair of Governors

c/o Brooklands Primary School

The *Whistleblower* may prefer to raise the matter in person, by telephone or in written form marked private and confidential and addressed to one of the above name individuals. All matters will be treated in strict confidence and anonymity will be respected wherever possible.

Alternatively, if the *Whistleblower* considers the matter too serious or sensitive to raise within the internal environment of the school, the matter should be directed staff may contact Protect (<https://protect-advice.org.uk/contact/>) or the Local Authority Whistleblowing Contact.

The Council has its own procedures for dealing with such matters and will ensure every effort to respect the confidentiality of the *Whistleblower*. The Council will ensure relevant officers of the Department for Education and Employment are informed as appropriate.

In addition information and advice can be obtained from the charity Protect. This charity offers free legal advice in certain circumstances to people concerned about serious malpractice at work. Their literature states that matters are handled in strict confidence and without obligation. Contact details for the charity can be found on the charities website:

<https://protect-advice.org.uk/>

Other available helplines include:

NSPCC Whistleblowing Helpline: 0800 028 0285

Ofsted Whistleblowing Hotline: 0300 123 3155

Legal Framework

- Brooklands Primary School recognises its duty under the Public Interest Disclosure Act 1998 to protect whistleblowers from detriment or dismissal.
- Whistleblowing is protected by law when disclosures are made in the public interest.

How will the matter be progressed?

The individual(s) in receipt of the information or allegation [the investigation officer(s)] will carry out a preliminary investigation. This will seek to establish the facts of the matter and assess whether the concern has foundation and can be resolved internally. The initial assessment may identify the need to involve third parties to provide further information advice or assistance, for example involvement of other members of school staff, legal or personnel advisors, the police, the Department for Education and Employment, the Council. Records will be kept of work undertaken and actions taken throughout the investigation. The investigating officer(s), possibly in conjunction with the governing body, will consider how best to report the findings and what corrective action needs to be taken. This may include some form of disciplinary action or third party referral such as the police.

The *Whistleblower* will be informed of the results of the investigation and the action taken to address the matter. Depending on the nature of the concern or allegation and whether or not it has been substantiated, the matter will be reported to the governing body and the Council.

If the *Whistleblower* is dissatisfied with the conduct of the investigation or resolution of the matter or has genuine concerns that the matter has not been handled appropriately, the concerns should be raised with the investigation officer(s), the governing body and/or directed to the Council.

Respecting confidentiality

Wherever possible Brooklands Primary School seeks to respect the confidentiality and anonymity of the *Whistleblower* and will as far as possible protect him/her from reprisals.

Brooklands Primary School will not tolerate any attempt to victimise the *Whistleblower* or attempts to prevent concerns being raised and will consider any necessary disciplinary or corrective action appropriate to the circumstances.

Raising unfounded malicious concerns

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.

Governance Oversight

- The governing board will receive anonymised reports of whistleblowing cases to ensure oversight and accountability.

CPD

Whistleblowing procedures are included in new staff induction material and up to date policies are shared annually with staff. Staff also have annual safeguarding training that covers whistleblowing.

Conclusion

Existing good practice within Brooklands Primary School in terms of its systems of internal control both financial and non-financial and the external regulatory environment in which the school operates ensure that cases of suspected fraud or impropriety rarely occur. This 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 will be actioned.