



## Whistle Blowing Policy

Approved by F&R committee	Spring 2025
Next review date	Spring 2026

### Our Vision Statement

Children are at the heart of everything we do and Christ is the light that guides us.

- Christian values and compassion are cherished and are the heartbeat of our actions.
- Every aspect of school life is centred around how to make a positive impact on every child.
- Children are nurtured to help them feel safe and happy.
- Everyone in our school is valued and respected
- We intend for every child to be able to grow, reach their full potential and develop a lifelong love of learning
- Everyone's efforts and achievements are celebrated
- We help each other to make healthy lifestyle choices.
- Everyone is encouraged to make a positive contribution to their future in a diverse world.

### Our Christian Values

COURAGE      LOVE      FRIENDSHIP      HOPE      FORGIVENESS      RESPECT



## LOSTOCK GRALAM CHURCH OF ENGLAND PRIMARY SCHOOL

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### Introduction

The staff and governors of Lostock Gralam CE Primary 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, Lostock Gralam CE Primary has established the following whistle blowing 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.

Lostock Gralam CE Primary is committed to tackling fraud and other forms of malpractice and treats these issues seriously. Lostock Gralam CE Primary 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.

Lostock Gralam CE Primary 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 Lostock Gralam CE Primary grievance procedures.

### When might the whistle blowing policy apply?

The type of activity or behaviour which Lostock Gralam CE Primary 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
- Health and safety risks (to anyone)
- Sexual, physical or financial abuse
- serious breaches of school procedures which may advantage a particular party (for example tampering with tender documentation, failure to register a personal interest)

### What action should the *whistleblower* take?

Lostock Gralam CE Primary 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.



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Lostock Gralam CE Primary 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
Headteacher: Mrs J Powell	01606 668270 head@lostockgralam.cheshire.sch.uk
Chair of Governors	Jon Barker, <a href="mailto:barkerj-gov@lostockgralam.cheshire.sch.uk">barkerj-gov@lostockgralam.cheshire.sch.uk</a>

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 named individuals. 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 in the first instance to the Council's Head of Audit, 01244 972075.

The Council has its own procedures for dealing with such matters and will ensure every effort to respect the confidentiality of the *whistleblower*

(<https://www.cheshirewestandchester.gov.uk/residents/contact-us/complaints-and-feedback/whistleblowing/whistleblowing.aspx>). The Council will ensure relevant officers of the Department for Education are informed as appropriate. The Whistleblowing lead contact at the Council can be contacted on 01244 973223.

At Lostock Gralam CE Primary, all matters will be treated in strict confidence and anonymity will be respected wherever possible. However, the *whistleblower* would be encouraged to put a name to the allegation because a concern expressed anonymously is likely to be much less powerful than one raised by an identified individual. The decision to investigate an anonymous allegation would be taken by the investigating officer(s) and would depend on the seriousness of the issue, the credibility of the concern and the likelihood of being able to confirm the allegation in other ways.

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 are as follows:

Protect, The Green House, 244-254 Cambridge Heath Road, London E2 9DA

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

**Phone:** Protect Advice Line: 020 3117 2520 (\* option 1)

**Online:** <https://protect-advice.org.uk/contact-protect-advice-line/>

### **How will the matter be progressed?**

The individual(s) in receipt of the information or allegation (the investigating 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



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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 investigating officer(s), the governing body and/or directed to the Council.

### **Respecting confidentiality**

Wherever possible Lostock Gralam CE Primary seeks to respect the confidentiality and anonymity of the *whistleblower*. However, if he/she is called to be a witness at some point, it might then not be possible to keep the identity fully secret. As far as possible the *whistleblower* will be protected from reprisals. Lostock Gralam CE Primary 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.

### **Conclusion**

Existing good practice within Lostock Gralam CE Primary 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 whistle blowing 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.