



WOHL ILFORD JEWISH PRIMARY SCHOOL WHISTLEBLOWING POLICY

Introduction

The staff and governors of Wohl Ilford Jewish Primary School (WIJPS) 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, WIJPS 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.

WIJPS is committed to tackling fraud and other forms of malpractice and treats these issues seriously. WIJPS 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.

WIJPS 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 WIJPS grievance procedures.

When might the whistleblowing policy apply?

The type of activity or behaviour which WIJPS 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)
- Any other conduct of whatever nature which may bring the school into disrepute.

What action should the whistleblower take?

WIJPS 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.

WIJPS 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.

Headteacher

Chair of Governors

Other person in whom the whistleblower wishes to confide

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. 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 in the first instance to:

For financial concerns:	LA Head of Audit	020 8708 3130
For other concerns:	LA Chief Human Resources Officer	020 8708 3974

WIJPS would prefer that a serious concern is raised responsibly rather than not at all. Despite the assurances, the whistleblower may feel that it is more appropriate to raise the concern with an external organisation, such as a regulator. It is, of course, open for them to do so provided they have sufficient evidence to support the concern. IJPS strongly advises that before reporting the concern externally, the whistleblower seeks advice from one of the following:

- Public Concern at Work, a registered charity which advises on serious malpractice within the work place, can be contacted on 020 7404 6609.

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 of other members of school staff, legal or personnel advisors, the police and the LA.

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 LA.

The LA has its own procedures for dealing with such matters and will ensure every effort to respect the confidentiality of the *whistleblower*. If the whistleblower is not satisfied with the outcome of an investigation, WIJPS would prefer that the whistleblower raised this with them or the LA, explaining why this is the case. The concern will be looked at again if there is good reason to do so.

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 LA.

Respecting confidentiality

Wherever possible WIJPS seeks to respect the confidentiality and anonymity of the *whistleblower* and will as far as possible protect him/her from reprisals. WIJPS 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. The Public Interest Disclosure Act became law in 1999 and gives a "worker" the right not to be victimised or dismissed because he or she has made a protected disclosure.

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 WIJPS 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.

Ratified by the Governing Body on 24 June 2008.

Reviewed by Headteacher: January 2016

Next review: January 2018