

Confidential Reporting ("Whistleblowing") Policy Information

Context

This policy is based on the school's core values: respect, integrity, responsibility, participation, excellence and enjoyment.

- This policy covers major concerns that fall outside the scope of other procedures (integrity)
- This policy is informed by the Public Interest Disclosure Act 1998 and the Employment Rights Act 1996 which provide specific rights for workers who disclose information about alleged wrongdoings in certain specific circumstances (respect)

Status	<i>Non-statutory</i>
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Purpose

Giving people the confidence to raise and disclose serious concerns within the County Council's schools and colleges. Provides a clear framework to report practice concerns in good faith without fear of reprisal or victimisation.

This policy aims to:

- encourage employees to feel confident to make a disclosure of concerns about issues that fall under this policy
- provide avenues for employees to raise those concerns
- reassure employees that they will be protected from being penalised or suffering detriment

Consultation	Governors
Relationship to other policies and standard operating procedures	<ul style="list-style-type: none"> • Fairtrade • Health & Safety

Role	Responsibility
Governors	Adopt this policy
Headteacher	Ensure structures are in place to support the effective implementation of this policy

Date adopted by Governing body:	November 2009
Date for full implementation:	November 2009
Date of Governor approval:	November 2011
Date of review:	November 2012

ANNEXES