

Train up a child in the way they should go and when they are old they will not depart from it.  
Proverbs 22 v 6

# **CONFIDENTIAL REPORTING PROCEDURE ("Whistle Blowing")**



## **WHARTON C.E. (CONTROLLED) PRIMARY SCHOOL**

Approved by Governing Body 11.9.17

Reviewed December 2020

Reviewed November 2022

Reviewed March 2025

**A POLICY FOR CONFIDENTIAL REPORTING PROCEDURE**

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## **'WHISTLE BLOWING'**



### **WHARTON CE (CONTROLLED) PRIMARY SCHOOL**

#### **INTRODUCTION**

This procedure has been developed for the use of Wharton CE Primary School employees.

However, it can also be used by agency staff, other people acting in a similar capacity to an employee, by Contractors and their staff and other individuals providing services/support to the School (e.g. volunteers). The same principles in terms of protection from harassment and victimisation, confidentiality, support and information on the Council's response will apply.

As a public service organisation, the County Council will use public funds prudently and apply the highest standards of conduct throughout the organisation. This procedure encourages you to help maintain these standards, by enabling you to draw attention to any concerns which you may have about Wharton CE Primary School. Initially Wharton CE Primary School governors will seek to deal with your concerns through its internal procedures. Public disclosure may well be justified at some point but you are encouraged not to pursue this angle until Wharton CE Primary School has had the opportunity to investigate the concern. Premature or unnecessary publicity may impede proper investigations, hurt individuals or damage the School's reputation.

Examples of concerns that may be raised under the procedure are:

- Law breaking
- Miscarriages of justice
- Health and safety risks (to anyone)
- Sexual, verbal, physical or financial abuse or harassment
- Unauthorised use of money
- Dishonesty, fraud and corruption
- Damage to the environment
- Other unethical conduct

The Governors of Wharton CE Primary School want normal operational or managerial channels to be sufficiently open and effective for most concerns to be raised that way. However, this will not always be appropriate or possible and that is why we have a Confidential Reporting Procedure. It offers the means to raise concerns you may have about any aspect of service provision or the conduct of staff or elected members or other people acting on behalf of the School. A concern may arise, for example, from worries about failure to observe standards or policies being circumvented or improper conduct.

The procedure does not cover concerns that are covered by other procedures. For example, an employment problem may well be covered by the Grievance Procedure.

#### **HARASSEMENT OR VICTIMISATION**

You may be put off raising a concern because you are worried about reprisals. If you raise a concern in good faith and genuinely believed it to be well founded, you should have nothing to fear. You will be doing your duty to the school and the public. The governors will not tolerate

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any harassment or victimisation (including covert pressure) and will do all it can to protect you. If you are involved in other procedures, such as disciplinary or redundancy, these will be kept quite separate from the investigation of your complaint.

You will not be penalised in any way, where you make an allegation in good faith but it is not confirmed after it has been investigated. A concern that is raised frivolously, maliciously or for personal gain may result in action being taken against you.

### **CONFIDENTIALITY**

Your concern will be treated in strict confidence, within this Procedure - and everything done to keep your identity a secret (if this is what you want). But note that you may have to be a witness at some point. It might then not be possible to keep your identity fully secret.

### **ANONYMOUS ALLEGATIONS**

An anonymous concern is likely to carry much less weight than one which is signed; the investigating manager would have to decide whether or not to accept it. This decision 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. Signed concerns are always better.

### **RAISING A CONCERN**

#### **Who to approach**

There is a list of school governors with whom you can raise concerns. The headteacher can be contacted through the school (see the last page for contact addresses and phone numbers). When deciding who it would be best to approach, take into account the type of matter, its seriousness and its sensitivity - and who may be involved. Some examples are given:

- Head Teacher or Chair of Governors,

You can raise your concern orally (i.e. face to face or over the phone) or in writing. If you write, mark the envelope 'Personal and Confidential'. Whichever way you choose, please give as much information as you can. Remember also to give your name, your job, and say if you do not want to be contacted at work (if so, give your home address and phone number). If you are not employed by the school, please let us know your relationship with the school (Example: volunteer, school parent, governor, CBS employee),

The following headings should help you organise your thoughts but you do not have to follow them exactly:

- Why you are concerned and the background information
- Any other procedures which you have already used - and what happened
- The people who are involved and where they work
- Dates or periods of time
- The names and jobs of any other people who will (or may) support your concern

The earlier a concern is raised the better. Whilst you will not be expected to prove that allegations are true, you will need to show that you have a reasonable basis for your concern.

You may want to discuss the matter with one or two colleagues first. Their support could be helpful. There is nothing to stop two or more of you putting your names to a concern.

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You may involve your trade union or professional association, or other support such as a friend.  
You may ask your trade union or professional association of a friend at any meeting or interview.

### **Help with the procedure**

Any of the following will help you to understand the procedure:

- The Headteacher
- The Chair of Governors
- The County Solicitors
- The HR Manager for CWAC - Wharton contact Louise Odger

[louise.odger@cheshirewestandchester.gov.uk](mailto:louise.odger@cheshirewestandchester.gov.uk) 07554116789

### **HOW YOUR CONCERN WILL BE DEALT WITH**

As a start, discreet enquiries will be made by the head teacher or governors to decide whether an investigation is needed and if so, how it should be carried out. This will help protect everyone concerned. The overriding principle will be the public interest.

If this first, testing stage shows that the concern should be followed up, there will either be a special examination or another procedure will be used, if appropriate. Examples of special procedures are the school's Disciplinary Procedure, the Personal Harassment and Bullying Procedure or the school's Child Protection Procedures. It may be necessary to involve other agencies, for example the police or the school's finance officer. Any urgent action will be taken before the investigation starts. It may be possible of course, to sort out the concern without a detailed investigation.

### **WHAT YOU WILL BE TOLD**

Within 10 working days of your concern being received, the manager who carries out the initial enquiries will write to you confirming:

- What initial enquiries have been made
- How your concern has been or will be dealt with
- How long any further action may take (as far as this can be known)
- What further work is planned and how you may be involved

The amount of contact you have with the people considering the matter will depend on many things. These include the type of concern, the potential difficulties of investigating it and the availability of information. You may need to provide more help. Wherever possible, you will be told the final outcome of an investigation.

### **PERSONAL SUPPORT**

Wharton CE Primary School will do all it can to minimise any difficulties which you may have because you have mentioned your concern. As far as we can, you will be offered personal support, which the manager leading the investigation will arrange. For example, if you had to give evidence in disciplinary or criminal proceedings, full advice about the procedure would be given to you.

### **IF YOU ARE NOT SATISFIED WITH THE REPOSE**

This procedure is meant to give everyone an effective way to raise a concern within the school (and if possible, to resolve it internally). You should not feel that you have to take an issue

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outside the school to get satisfaction. But if you are still unhappy after using the procedure (and getting a final response), you are entitled to consider taking your concern elsewhere. If you do this, these are some contacts which are available:

- The Council's external auditors (see the last page for contact details)
- Your trade union
- A Citizens Advice Bureau
- A relevant professional or regulatory body
- A relevant voluntary organisation
- The police

If you raise the matter outside Cheshire West and Chester, you must take into account the rules about disclosing confidential information.

#### Contact Details

Kate Thomson Schools HR manager Cheshire West and Chester	<a href="mailto:Katie.thomson@cheshirewestandchester.gov.uk">Katie.thomson@cheshirewestandchester.gov.uk</a> 07920 821849
Natalie Tomlinson Head teacher	Tel: 01606 663530 <a href="mailto:head@wharton.cheshire.sch.uk">head@wharton.cheshire.sch.uk</a>
Susan Tomlinson Chairman of Governors	Tel: via school office 01606 663530 <a href="mailto:Chair@wharton.cheshire.sch.uk">Chair@wharton.cheshire.sch.uk</a>
Julie Maloney Safeguarding Deputy Lead	Tel: 01606 663536 <a href="mailto:jmaloney@wharton.cheshire.sch.uk">jmaloney@wharton.cheshire.sch.uk</a>

Signed: Sue Tomlinson, Chair of Governors

Date: Nov 22