



WHISTLEBLOWING POLICY

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Policy statement on equality and diversity

The School will promote equality of opportunity for students and staff from all social, cultural and economic backgrounds and ensure freedom from discrimination on the basis of disability, gender, race, age, religion or belief, and sexual orientation.

Equality and diversity are integral to the School's priorities and objectives. We will support inter-faith and inter-cultural understanding and engage all students in playing a full and active role in wider engagement with society.

Introduction

The staff and governors of The Mosslands 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, The Mosslands 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.

The Mosslands School is committed to tackling fraud and other forms of malpractice and treats these issues seriously. The 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.

The Mosslands 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 school's grievance procedures.

When might the whistleblowing policy apply?

The type of activity or behaviour which The Mosslands 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)

What action should the whistleblower take?

The whistleblower should raise the matter internally in the first instance to allow those school staff and governors in positions of responsibility and authority opportunity to right the wrong and give an explanation for the behaviour or activity. All appropriate referrals will be made to the LA or other agencies.

The school has designated a number of individuals to specifically deal with such matters the whistleblower is invited to decide which of those individuals would be the most appropriate person to deal with the matter.

Your line Manager should be your first point of contact unless you feel that this would be an issue. If so please follow the contacts below in order:

Headteacher:	Mr A Whiteley	0151 638 8131 ext 333
Chair of Governors	Mrs J Owens, via;	clerk@mosslands.wirral.sch.uk

The whistleblower may 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.

If the whistleblower has a genuine concern that the issue is too serious or too sensitive to be raised within the school environment, then the matter can be referred to the LA's Chief Internal Auditor, Mark Niblock c/o Finance Dept, Cleveland Street, Birkenhead, 0151 666 3432.

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, the Department for Education 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.

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's Chief Internal Auditor. The LA has its own procedures for dealing with such matters and will ensure every effort to respect the confidentiality of the whistleblower. The LA will ensure relevant officers of the Department for Education and Employment are informed as appropriate.

Respecting confidentiality

Wherever possible The Mosslands School seeks to respect the confidentiality and anonymity of the whistleblower and will as far as possible protect him/her from reprisals. The Mosslands 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. However, if individuals raise malicious unfounded concerns or attempt to make mischief, this will be taken equally seriously and may constitute a disciplinary offence or require some other form of penalty appropriate to the circumstances.

Conclusion

Existing good practice within The Mosslands 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.

