

# Glade Primary School Whistleblowing Policy



*Growing, Learning & Achieving with Dedication & Enthusiasm*

## **INTRODUCTION**

The staff and governors of Glade Primary School seek to run all aspects of school business and activity with full regard for high standards of high conduct and integrity. In the event that members of school staff, parents, governors or the school community at large become aware of activities which gives cause of concern. Glade Primary School 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.

Glade Primary School is committed to tackling fraud and other forms of malpractice and treats these issues seriously. Glade Primary School recognise that some concerns may be extremely sensitive and has therefore developed a system, which allows for the confidential raising of concerns with the school environment, but also has recourse to an external party outside the management structure of the school.

Glade Primary 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 grievance which would be dealt with under the Glade Primary School grievance procedures.

Since June 2015, schools must report any concerns relating to any forms of extremism or radicalisation in accordance with the 'Counter-Terrorism and Security Act 2015' which places a duty on all schools to 'have due regard to the need to prevent people from being drawn into terrorism'.

'This policy has been developed in accordance with the legislation and guidance outlined in 'Keeping Children Safe in Education, 2018'.

### **When might the whistle blowing policy apply?**

The type of activity or behaviour which Glade Primary 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
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- | | serious breaches of school procedures which may advantage a particular party (for example tampering with tender documentation, failure to register personal interest).
  - | | Concern regarding safeguarding of children or child protections matters – see Safeguarding Policy

|| Concern regarding the risk of exposure to radicalisation or extremist ideologies – see Prevent Policy

**What action should the whistle blower take?**

Glade Primary School encourages the whistle blower 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.

Glade Primary School has designated a number of individuals to specifically deal with such matters and the whistle blower is invited to decide which of those individuals would be the most appropriate person to deal with the matter.

**Name and Position**

Designated Safeguarding Leads	Farzana Hussain, Phillip Merchant, Sue Jones, Denise Graham
Headteacher	Farzana Hussain
Chair of Governors	Marc Preston
Vice Chair of Governors	Imran Sardar

**London Borough of Redbridge Whistleblowing Policy:**  
[Redbridge HR Policies\whistleblowing-policy.pdf](#)

**Prescribed Bodies:**

[Whistleblowing: list of prescribed people and bodies - Publications - GOV.UK](#)

You may also directly approach one of the following senior officers (depending on the seriousness of the alleged malpractice and the seniority of any officers who may be involved).

Chief Executive	82100
Corporate Director of Resources	83588
S151 Officer	83013
Head of Legal & Constitutional Services (Monitoring Officer)	82201
Head of Audit	83130

Concerns may be raised verbally or in writing. , Contact can be made in confidence on 0800 6335267 or e-mail [whistleblow@redbridge.gov.uk](mailto:whistleblow@redbridge.gov.uk)