

Temple Guiting C of E School



Whistleblowing Policy

This Policy was reviewed and agreed by:	Ann Barry
Approved by; (Headteacher)	
Approved by: (Governor)	
Date Approved:	
Last Review Date:	
Next Review Date:	

Introduction	At Temple Guiting C of E School, we are committed to the highest standards of openness, honesty, and accountability. We recognise that staff and those working with the school are often the first to identify when something may be wrong. However, concerns are sometimes not raised due to worries about loyalty, fear of repercussions, or uncertainty about what to do. This policy aims to reassure you that it is both safe and appropriate to speak up. We encourage all concerns about wrongdoing to be raised at an early stage and in the correct way.
What is Whistleblowing?	Whistleblowing refers to the reporting of concerns about malpractice, illegal acts, or failures in duty within the workplace. This includes issues such as: • Fraud or financial irregularity • Safeguarding concerns • Health and safety risks • Corruption or misconduct • Maladministration affecting others This policy applies to all staff, volunteers, and those working with the school, whether on a full-time, part-time, or temporary basis. If your concern relates to your own employment or treatment, this should be raised through the school's grievance procedure instead.
Our Commitment to You	The Governing Body, Headteacher, and Leadership Team are committed to: • Taking all concerns seriously • Handling concerns fairly and promptly • Protecting individuals who raise concerns in good faith • Ensuring no one suffers victimisation, discrimination, or disadvantage Under the Public Interest Disclosure Act 1998, individuals who raise genuine concerns in the public interest are legally protected. Even if your concern turns out to be mistaken, you will not face consequences provided it was raised honestly. However, deliberately false or malicious allegations may result in disciplinary action.
Confidentiality and Anonymity	All concerns will be treated confidentially wherever possible. Your identity will only be disclosed with your consent unless required by law. While anonymous concerns can be raised, they may be harder to investigate and protect. The school will consider such reports based on: • The seriousness of the concern • The credibility of the information • The likelihood of confirming the issue
How to Raise a Concern	You do not need proof—just a reasonable belief that something may be wrong.

	Step 1: Raise your concern with your line manager or the Headteacher (verbally or in writing). Step 2: If you feel unable to do this, contact the Chair of Governors. Step 3: If the issue remains unresolved or is particularly serious, you may contact the Local Authority Monitoring Officer: Monitoring Officer Gloucestershire County Council Shire Hall, Gloucester GL1 2TZ Tel: 01452 328506
Independent Advice	If you are unsure about raising a concern, you can seek confidential advice from the independent charity Protect, which specialises in whistleblowing support. https://protect-advice.org.uk/
How We Will Respond	When you raise a concern, we will: • Acknowledge receipt (where possible) within 10 working days • Assess the concern and determine appropriate action • Keep you informed of progress where appropriate • Maintain confidentiality throughout Investigations may range from informal reviews to formal enquiries. While we aim to provide feedback, there may be limits where confidentiality must be maintained.
Protection from Reprisal	We will not tolerate harassment or victimisation of anyone who raises a genuine concern. Any such behaviour will be treated as a disciplinary matter. If you experience any negative treatment after raising a concern, you should report it immediately to the Headteacher or Chair of Governors
Low-Level Concerns	Low-level concerns should be raised directly with the Headteacher and, where applicable, recorded using the school's reporting systems to ensure appropriate handling. Concerns relating to the Headteacher should be directed to the Chair of Governors
Working Together	By raising concerns, you help us maintain a safe, ethical, and effective school environment for everyone. If in doubt – raise it.

External Contacts

While we hope this policy gives you the reassurance you need to raise your concern internally with us, we recognise that there may be circumstances where you can properly report a concern to an outside body. In fact, we would rather you raised a matter with the appropriate regulator than not at all. The following organisations are possible contact points. Protect (formerly Public Concern at Work) (or, if applicable, your trade union) will be able to advise you on such an option if you wish.

Organisation	Role	Contact Details
Action Fraud	Report fraud and cyber crime.	Tel: 0300 123 2040 Website: http://www.actionfraud.police.uk/report_fraud
Care Quality Commission	Contact them about matters relating to the provision of health and social care.	CQC National Customer Service Centre Citygate Gallowgate Newcastle upon Tyne NE1 4PA Tel: 03000 616161 Website: www.cqc.org.uk cqc - contact us - Report a Concern
Charity Commission	Contact them about: the proper administration of charities in England and Wales and of funds given or held for charitable purposes in England and Wales.	Tel: 0300 066 9197 Email: whistleblowing@charitycommission.gsi.gov.uk Website: www.gov.uk/charity-commission
Department for Work and Pensions	Central government department responsible for benefits and pensions	National Benefit Fraud Hotline Telephone: 0800 854 440 (English) Telephone: 0800 678 3722 (Welsh) Textphone: 0800 328 0512 Monday to Friday, 8am to 6pm Find out about call charges You can also report suspected benefit fraud online or by post. National Benefit Fraud Hotline Mail Handling Site A Wolverhampton WV98 2BP
Environment Agency	Contact them about: acts and omissions which have an actual or potential effect on the environment or the management or regulation of the environment. This includes those relating to pollution, abstraction of water, flooding, the flow in rivers, inland fisheries and migratory salmon or trout.	National Customer Contact Centre PO Box 544 Rotherham S60 1BY Tel: 03708 506 506 Website: www.gov.uk/environment-agency
Equality and Human Rights Commission	The Equality and Human Rights Commission (EHRC) monitors human rights, protecting equality across 9 grounds - age, disability, gender, race, religion and belief, pregnancy and maternity, marriage and civil partnership, sexual orientation and gender reassignment. EHRC is an executive non-departmental public body, sponsored by the Department for Education.	http://www.equalityhumanrights.com/ Advice Line: 0808 800 0082
External Auditors (Grant Thornton)	Objections to the council's accounts.	A guide to your rights can be found at https://www.nao.org.uk/code-audit-practice/wp-content/uploads/sites/29/2015/03/Council-accounts-a-guide-to-your-rights.pdf Objections should be addressed to the auditor, Grant Thornton UK LLP, The Canterbury Business Centre, 18 Ashchurch Road, Tewkesbury, GL20 8BT.
Health and Safety Executive	Contact them about: • the industries and work activities for which the Health and Safety Executive is the enforcing authority under the Health and Safety (Enforcing Authority) Regulations 1998 • the health and safety of individuals at work, or the health and safety of the public arising out of	Tel: 0300 003 1647 Online form: www.hse.gov.uk/contact/raising-your-concern.htm Or contact GCC's Safety, Health and Environment (SHE) Team. E-mail: she@gloucestershire.gov.uk Telephone: 01452 425350.

Organisation	Role	Contact Details
	or in connection with the activities of persons at work	
HM Revenue and Customs	Contact them about: • the administration of UK taxes • the administration of national insurance and tax credits systems • customs and border-related functions • criminal investigations	HMRC Fraud Hotline Cardiff CF14 5ZN Tel: 0800 788 887 Website: www.gov.uk/government/organisations/hmrevenue-customs/contact/reporting-tax-evasion
Information Commissioner's Office	Contact them about: compliance with the requirement of legislation relating to data protection and to freedom of information.	The Information Commissioner's Office Wycliffe House Water Lane Wilmslow SK9 5AF Tel: 0303 123 1113 Email: casework@ico.org.uk Website: www.ico.org.uk
Gloucestershire MPs		Gloucestershire MPs
Ofsted	Ofsted is the Office for Standards in Education, Children's Services and Skills. We inspect and regulate services that care for children and young people, and services providing education and skills for learners of all ages.	Email: enquiries@ofsted.gov.uk Contact form https://contact.ofsted.gov.uk/contact-us General enquiries 0300 123 1231 Our helpline is open from 8 am until 6 pm, Monday to Friday.
Police	Gloucestershire Constabulary Waterwells HQ	Telephone 101 In an emergency telephone 999
Serious Fraud Office	Contact them about: serious or complex fraud, including bribery and corruption, in England, Wales or Northern Ireland and civil recovery of the proceeds of unlawful conduct.	The Director of the Serious Fraud Office 2-4 Cockspur Street London SW1Y 5BS Website: www.sfo.gov.uk/contact-us/reporting-serious-fraud-bribery-corruption
Trade Union	Formal staff representation.	Gloucestershire County Council recognised list of Trade Unions: Trade unions and industrial action (gloucestershire.gov.uk)