



GRASVENOR AVENUE INFANT SCHOOL

Whistle Blowing Policy

DATE RATIFIED: End Summer Term 2018

REVIEW DATE: End Summer Term 2019

Statement

"Whistle blowing" is the term which has been adopted to describe arrangements which allow persons, usually employees, to express concerns about malpractice which may be occurring in the work place. It applies to all staff working at or on behalf of Grasvenor Avenue Infant School including volunteers.

The School is committed to the highest possible standards of openness, integrity and accountability. We expect employees, and others that we deal with, who have serious concerns about any aspect of the School's work to come forward and voice those concerns.

Aims

To ensure that all members of staff:-

- Feel confident in raising serious concerns and to question and act upon these concerns.
- Understand the nature of and types of concerns which can be reported under these procedures.
- Are provided with avenues to raise concerns and receive feedback on any action taken.
- Remain reassured that they will be protected from reprisals or victimisation if they have reasonable belief that any disclosure has been made in good faith.

How we achieve our aims

- By ensuring that the school's stance on whistleblowing is widely publicised to all employees, governors and associated staff.
- By creating a culture which encourages staff to express their concerns without fear of intimidation or recrimination, and in the confident knowledge that any reported concerns will be treated seriously and in confidence, and will be fully investigated.
- By providing all staff with a guide as to the nature of and types of concerns which can be raised under these procedures and detailing how these concerns can be expressed.
- By ensuring all staff and volunteers understand how raised concerns should be responded to.
- By ensuring that all concerns raised are treated in strictest confidence, as far as is practically possible to do so.