RAYLEIGH SCHOOLS TRUST

WHISTLEBLOWING POLICY

Reviewed: Autumn 2023
Review: Autumn 2024

Policy Statement

This document covers all aspects of whistle blowing except Child Protection Issues.

Child Protection issues are fully covered within the Trust's Safeguarding and Child Protection Policy. available at Check website www.rayleighschoolstrust.com

The Trust maintains a whistleblowing procedure that protects staff members or other connected party who report colleagues or staff they believe are doing something wrong or illegal, or who are neglecting their duties.

Issues may include:

- Fraud or financial irregularity;
- Professional misconduct;
- Corruption, bribery or blackmail;
- Other criminal offences;
- Failure to comply with a legal or regulatory duty or obligation;
- Miscarriage of justice;
- Endangering the health or safety of any individual;
- Endangering the environment;
- Improper use of authority or powers;
- Serious financial maladministration arising from the deliberate commission of improper conduct;
- Unethical or improper conduct or conduct which breaches Trust policies or falls below the standards which the Trust/Academy subscribes to;
- Abuse of clients, improper discrimination against or relationship with clients;
- Concealment of any of the above.

An individual, who has grounds to believe that the malpractice has occurred, is occurring or is likely to occur in connection with the Trust, should raise their concerns with their Headteacher. This may be done orally or in writing.

Should your concern relate to the Headteacher, you should contact the Chair of Trustees, whose details are available from reception, or the school website.

The appropriate person will determine one of the following courses of action:

- That the issue be investigated internally,
- That the issue be referred to the Police, or other appropriate body
- That the issue be referred to an External Auditor,

The Trust will not tolerate any harassment or victimisation of the individual who has raised the concern. The link below provides further information for employees on 'blowing the whistle', including a definition of whistleblowing. You should also use this link if you feel that action has not been taken or the issue raised taken seriously by your Headteacher or Chair of Trustees.

https://www.gov.uk/guidance/whistleblowing-procedure-for-maintained-schools