



RAINE'S FOUNDATION SCHOOL

A Voluntary Aided Church of England School

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“Achieving Excellence by Unlocking Potential”

WHISTLEBLOWING POLICY

Change History

Date	What changed	Committee Date Approved
24 February 2005	New	24 February 2005
25 January 2008	Full Review	14 February 2008
25 March 2010	Full Review	25 March 2010
7 March 2013	Minor amendments	7 March 2013
Derivation	LBTH Model Policy	
Revision Policy		

The staff and governors of Raine's Foundation 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 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.

POLICY ON WHISTLEBLOWING

Introduction

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.

Raine's Foundation 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 that 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 school is committed to creating a climate of trust and openness so anyone with 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 Grievance Procedures.

When Might the Whistleblowing Policy Apply?

The type of activity or behaviour the 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)
- Any aspects of the school's business and/or activities regarded by the whistleblower as not being at the high standard expected with regard to conduct and integrity.

What action should the whistleblower take?

The school encourages the whistleblower to raise the matter internally in the first instance to allow school staff and governors in positions of responsibility and authority the opportunity to right .any wrong uncovered.

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

Position	Contact details for all:
Chair of Governors Headteacher Chair of Staffing Committee Chair of Curriculum and Policy Committee	C/o The Raine's Foundation School Approach Road London E2 9LY Tel. 020 8981 1231

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.

Alternatively, if the whistleblower considers the matter too serious or sensitive to raise within the internal environment of the school, the matter should be directed in the first instance to the London Borough of Tower Hamlets..Risk Management-Head of Audit, or telephone the council's Anti-fraud and Whistleblowing Hotline on 0800 528 0294

The London Borough of Tower Hamlets 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 .DfE are informed as appropriate.

In addition, information and advice can be obtained from the charity Public Concern at Work. This charity offers free legal advice in certain circumstances to people concerned about serious malpractice at work. Their literature states that matters are handled in strict confidence and without obligation. Contact details for the charity are as follows:

Public Concern at Work
 6-10 Borough High Street
 London SE1 9QQ
 Website: www.pcaw.org.uk
 Tel.Whistleblowing Advice Line: 020 7404 6609
 General Enquiries: 020 3117 2520 E-mail for Helpline: helpline@pcaw.org.uk

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 .DfE, the London Borough of Tower Hamlets.

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 London Borough of Tower Hamlets.

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 London Borough of Tower Hamlets.

Respecting Confidentiality

Wherever possible, the school seeks to respect the confidentiality and anonymity of the whistleblower and will as far as possible protect him/her from reprisals. It 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 in the knowledge they will be taken seriously. If individuals raise malicious, unfounded concerns or attempt to make mischief, this will also be taken seriously and may constitute a disciplinary offence or require some other form of penalty appropriate to the circumstances.

Conclusion

Existing good practice within the 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 acted upon.