



# Abbot Beyne School

<b>Policy:</b>	Whistleblowing Policy
<b>Person Responsible:</b>	Mr Jamie Tickle
<b>Governors' Committee:</b>	Full Governing Board
<b>Revised Date:</b>	Summer 2026
<b>Next Review Date:</b>	Summer 2027
<b>Signature:</b>	

# Whistleblowing Policy

## 1. Statement of Intent

Abbot Beyne School is committed to a culture of confidence, respect, and equality. We want our workforce to feel empowered to make a positive difference and to resolve issues in the right way for all involved. This policy encourages staff to report suspected wrongdoing internally as a first resort, knowing that concerns will be treated seriously and dealt with confidentially.

## 2. Guiding Principles

- **Supportive and Proactive:** We encourage adult-to-adult conversations to address concerns early through 1-2-1s and supervision.
- **Wellbeing-focused:** We aim to build trust and psychological safety within the school environment.
- **Accountable:** We act in the best interests of the school, our students, and the wider community.

## 3. Purpose

The aim of this policy is to provide a clear framework for employees, contractors, and volunteers to raise concerns about wrongdoing without fear of victimisation or detriment. It ensures that the school complies with the Public Interest Disclosure Act 1998 (PIDA).

## 4. Scope

This policy applies to all employees of Abbot Beyne School, including agency workers, trainees, volunteers, and contractors. It does not form part of the contract of employment and may be varied as required.

## 5. What is Whistleblowing?

Whistleblowing is the report of wrongdoing that is in the **public interest**. Examples include:

- Criminal offences (e.g., fraud, bribery).
- Failure to comply with legal obligations.
- Miscarriages of justice.
- Health and safety risks to any individual.
- Environmental damage.
- The deliberate concealment of any of the above.

*Note: Personal grievances (e.g., bullying or harassment) should be raised under the Grievance Policy.*

## 6. Rights and Protection

No colleague will be treated less favourably for raising a genuine concern. We will not tolerate any harassment or victimisation of a whistle-blower. If a concern is raised in good faith but turns out to be mistaken, the individual will still be protected.

## 7. The Process

1. **Initial Report:** Raise your concern with a **Contact Officer** (see Section 15) or your line manager. We recommend using the form in the Appendix.
2. **Acknowledgement:** You will receive an acknowledgement within 5 working days.
3. **Investigation:** The school will determine the appropriate action (e.g., internal investigation, referral to the police, or external audit).
4. **Feedback:** You will be kept informed of the progress, subject to legal constraints.

## 8. Confidentiality and Anonymity

We will do our best to protect your identity if you do not want your name disclosed. However, anonymous reports are much harder to investigate. We encourage staff to put their name to any disclosure.

## 9. Wellbeing and Support

Whistleblowing can be a difficult experience. We are committed to supporting your mental health and wellbeing. Staff have access to support via the **Staffordshire Learning Net (SLN)** and our internal wellbeing resources. If you feel under pressure or stressed, please contact your line manager or a Contact Officer immediately.

## 10. Community Impact Analysis

Abbot Beyne School considers the impact of this policy on our diverse community. We ensure that whistleblowing decisions take into account protected characteristics (race, disability, etc.) to prevent any discriminatory practices.

## 11. Key Contacts

Role	Name	Contact Information
Headteacher	Mr J Tickle	01283 759007
Chair of Governors	Ian North	Chairofgovernors@abbotbeyneschool.co.uk

Role	Name	Contact Information
Contact Officer (Deputy Head)	James Church	01283 759007
Contact Officer (SEN / Asst Head)	Helen Scott	01283 759007
Contact Officer (Asst Head)	Gavin Holden	01283 759007
Contact Officer (Asst Head)	Laura Pollitt	01283 759007
Staffordshire LA Assistant Director	Mr Tim Moss	tim.moss@staffordshire.gov.uk
Protect (Charity Advice Line)	Protect	0203 117 2520