



Whistleblowing Policy

Reviewed & endorsed by the Personnel Committee – June 2021

This policy has been endorsed by the Personnel committee will be reviewed every two years.

TBGS is committed to creating a climate of trust and openness, so that a person who has a genuine concern or suspicion can raise this with full confidence the matter will be appropriately considered and resolved.

Our Whistleblowing Policy acts as a framework that allows concerns to be raised by Governors, school staff, students, parents, or the wider school community. These concerns will be managed confidentially, with thorough and appropriate investigation of the matter, to bring it to a satisfactory conclusion.

Throughout this policy, the term 'whistleblower' denotes the person raising the concern or making the complaint.

This policy does not form part of any employee's contract of employment and may be amended at any time. The policy applies to all employees or other workers who provide services to the school, in any capacity, including contractors who provide services on a personal basis and agency workers.

This policy aims to:

Encourage individuals affected to report suspected wrongdoing as soon as possible in the knowledge that their concerns will be taken seriously and investigated and that their confidentiality will be respected

Ensure all staff understand how to raise concerns about potential wrongdoing.

Set clear procedures for how TBGS will respond to such concerns

Make all staff aware of the protection available to them if they raise a whistle-blowing concern

Assure staff that they will not be victimised for raising a legitimate concern through the steps set out in this policy, even if they turn out to be mistaken (though vexatious or malicious concerns may be considered a disciplinary issue)



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The requirement to have clear whistle-blowing procedures in place is set out in the [Academies Financial Handbook](#).

This policy has been written in line with the above document, as well as [government guidance on whistle-blowing](#). We also take into account guidance contained within the [Public Interest Disclosure Act 1998](#).

Whistle-blowing covers concerns made that report wrongdoing that is “in the public interest”. Examples of whistle-blowing include (but aren’t limited to):

- manipulation of accounting records and finances
- Students’ or staffs’ health & safety being put in danger
- Failure to comply with a legal obligation, or statutory requirement
- inappropriate use of

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