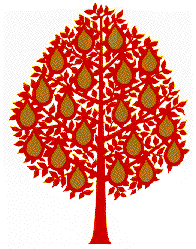
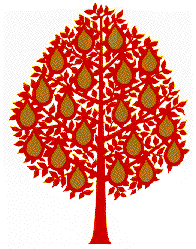
**Perryfields Infant School**

**Whistleblowing**

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| **Purpose**  Under this Code of Conduct,  you should report any  concerns you have about  possible malpractice within  the school. Malpractice may  include:  • possible corruption;  • dangerous  procedures risking  health and safety;  • abuse of staff or  pupils;  • evasion of statutory  responsibilities;  • damage to the  environment;  • other unethical or  improper conduct.  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*  The whistle-blowing  procedure:  encourages you to feel  confident in raising concerns  and to question and act  upon those concerns;  **provides** avenues for you to  raise concerns, and then  receive feedback on any  action taken;  **ensures** that you receive a  response to your concerns  and that you are made  aware of how to pursue  them if you are not satisfied  with the response;  **reassures** you that you will  be protected from possible  reprisals or victimisation as  long as you have a  reasonable belief that you  have made any disclosure in  good faith. | **Principles**  • The Governing Body  assure staff that they  recognise their right  to raise concerns;  and that they are  committed to dealing  firmly with any form  of victimisation,  harassment or  reprisal at work;·  • they will offer  support to an  employee who has  raised a concern in  accordance with the  procedure;·  • employees have a  right and a duty to  raise concerns when  they have a  reasonable belief  that malpractice may  be occurring or have  occurred;·  • whenever possible  the Governing Body  will protect the  identify of any  member of staff who  raises a concern;·  • Governing Body  stresses that anyone  who raises concerns  must do so in good  faith.  **The procedure sets out**·  • how the Governing  Body will respond;·  • how the matter can  be taken further;·  • how the procedure  will be monitored;·  • who has  responsibility for  implementing the  procedure. | **How to raise the matter**  **Initially**  Concerns should normally be  raised initially with an  appropriate level of line  management. However if  you feel that this is  inappropriate they may  contact:·  • your Headteacher or  Chair of Governors  • the County Council's  Complaints Officer;·  • Human Resources.  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*  The "whistle-blowing  procedure" can be obtained  from the Code of Conduct Policy.  The responsibility for  ensuring that the school  adheres to an appropriate  Code of Conduct rests with  the Governing Body and headteacher.  [Image result for whistle](http://www.google.co.uk/imgres?imgurl=http://www.sportswarehouse.co.uk/product_images/q/955/rucanor_metal_whistle__30035_zoom.jpg&imgrefurl=http://www.sportswarehouse.co.uk/products/Rucanor-Metal-Whistle.html&h=600&w=600&tbnid=ZhchNpMIybccnM:&zoom=1&q=whistle&docid=cCKi5--zQvB-hM&hl=en&ei=RADnVI_OEsTwaO6hgpAI&tbm=isch&ved=0CCEQMygAMAA) |