



Chiseldon Primary & Nursery School

Whistleblowing Policy

Governor's committee responsible: FGB

Status and Review Cycle: Annual Statutory

Ratified by Governors on: March 2026

Next Review Date: March 2027

1. Introduction

Chiseldon Primary & Nursery School is committed to maintaining the highest standards of honesty, openness, and accountability. We will not tolerate malpractice or wrongdoing and encourage all staff, volunteers, contractors, and others involved with the school to raise serious concerns about any aspect of the school's operations or conduct.

This policy supports the school's core values of Honesty, Equality, Accountability, Respect, and Trust — the HEART of Chiseldon — and provides a clear framework for raising concerns in a safe and confidential manner.

2. Aims and Scope

This policy aims to:

- Encourage individuals to report concerns about suspected wrongdoing or malpractice at an early stage and in the right way.
- Protect whistleblowers from victimisation, harassment, or unfair treatment.
- Ensure concerns are investigated properly and outcomes communicated appropriately.

It applies to all employees (including temporary and agency staff), governors, volunteers, contractors, and members of the public who have concerns about the school.

Concerns covered include, but are not limited to:

- Criminal offences or breaches of the law.
- Failure to comply with legal obligations or statutory requirements.
- Financial irregularities, fraud, or corruption.
- Health and safety risks to pupils, staff, or visitors.
- Safeguarding or child protection concerns.
- Abuse of authority or unethical conduct.
- Deliberate concealment of any of the above.

This policy is not a substitute for existing grievance, harassment, or complaints procedures which should be used for personal employment or service-related issues.

3. What is Whistleblowing?

Whistleblowing is the disclosure by an individual of information that they reasonably believe shows malpractice or wrongdoing in the public interest. The Public Interest Disclosure Act 1998 (PIDA) protects whistleblowers from detriment or dismissal when they raise qualifying disclosures.



4. Raising a Concern

Staff and others are encouraged to raise concerns as soon as they reasonably suspect wrongdoing.

Concerns can be raised:

- Informally, initially with your line manager or a trusted senior member of staff.
- Formally, with the Headteacher or, if the concern relates to the Headteacher, with the Chair of Governors.

If you do not feel comfortable raising the matter internally or believe it will not be properly addressed, you may raise the concern with:

- The Chair of Governors (contact details available below and on the school website).
- The Local Authority's whistleblowing officer.
- Prescribed external regulators (e.g., Ofsted, NSPCC whistleblowing helpline).

5. Confidentiality and Anonymity

We encourage you to provide your name and contact details to allow us to communicate with you during the investigation. However, concerns can be raised anonymously, but this may limit the ability to investigate effectively.

The school will treat all concerns confidentially and will not disclose your identity without your consent unless required by law or for investigation purposes.

6. Protection and Support for Whistleblowers

You have legal protection under PIDA against victimisation, harassment, or dismissal for raising a genuine concern. The school will not tolerate any retaliation against whistleblowers and will take disciplinary action against anyone who victimises a whistleblower.

Support is available through trade unions, professional associations, or external advice bodies such as Protect (the whistleblowing charity).

7. Investigation Process

- All concerns raised will be logged and acknowledged within 5 working days.
- The school will assess the concern and decide on the appropriate course of action, which may include an internal investigation, referral to the Local Authority, or external agencies such as the police.
- Investigations will be conducted fairly, promptly, and with due regard to confidentiality.
- You will be kept informed of progress and outcomes as far as is legally possible.

8. Reporting and Monitoring

The Headteacher or Chair of Governors will report whistleblowing concerns and outcomes to the governing body to ensure oversight and continuous improvement of the school's safeguarding and governance arrangements.

A confidential record of all whistleblowing cases will be maintained and monitored to identify any patterns or risks.



9. Links to Other Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Staff Code of Conduct
- Complaints Procedure
- Health and Safety Policy

10. Raising Concerns Outside the School

If you believe a concern has not been properly addressed internally, or if the matter is serious, you may contact:

- Local Authority Designated Officer (LADO) for safeguarding concerns.
- Ofsted whistleblowing hotline: 0300 123 3155
- NSPCC whistleblowing helpline: 0800 028 0285 or help@nspcc.org.uk
- Other prescribed regulators as listed on the government website:
<https://www.gov.uk/whistleblowing>

11. Review and Communication

This policy will be reviewed annually by the governing body and updated as necessary. It will be published on the school website and included in staff induction and training to ensure awareness.

Contact Details for Reporting Concerns:

- Headteacher: Mr Spencer Allen – head@chiseldon.swindon.sch.uk – 01793 740349
- Chair of Governors: Jenny Jefferies – j.jefferies@chiseldon.swindon.sch.uk – 01793 740349
- Local Authority Whistleblowing Officer: LADO@swindon.gov.uk – 01793 463854