



“Loving and Learning Together, for Life, as Jesus taught us.”

Leonard Stanley C of E Primary School

Whistleblowing Policy

Title: Whistleblowing Policy

Person(s) who created policy: Head teacher

Date reviewed: November 2025

Review Frequency: Annual

Date for next review: November 2026

1 Introduction

2 Scope

5 Reporting Procedure

6 Safeguarding



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1. Introduction

This policy ensures compliance with the Public Interest Disclosure Act 1998 (PIDA), subsequent amendments, and Keeping Children Safe in Education (KCSIE) 2025. It applies to all employees, governors, contractors, agency staff, volunteers, and trainees. The school is committed to the highest standards of conduct and encourages a culture where concerns can be raised without fear of reprisal.

2. Scope

- Criminal offences
- Miscarriages of justice
- Health and safety risks
- Environmental damage
- Breaches of legal obligations
- Financial irregularities or fraud
- Breaches of UK sanctions regimes
- Concealment of any of the above

This does not cover grievances about personal employment terms.

3. Legal Protections

- Workers making a qualifying disclosure are protected from dismissal, victimisation, or detriment.
- ‘Worker’ includes employees, contractors, agency staff, volunteers, and trainees.
- Settlement agreements cannot prevent future protected disclosures (ERA 1996, Sec. 43J).
- Disclosures must be made in the public interest; ‘good faith’ is no longer a requirement.

4. Principles

- All concerns will be investigated promptly, fairly, and confidentially.
- Victimisation or harassment of whistleblowers is a disciplinary offence.
- Malicious or knowingly false allegations are also a disciplinary offence.
- Instructions to cover up wrongdoing are prohibited.



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5. Reporting Procedure

- **Stage 1: Raise concerns with the Headteacher (unless implicated).**
- **Stage 2: If the Headteacher is involved, report directly to the Chair of Governors.**
- **Stage 3: If internal routes fail or are inappropriate, contact prescribed bodies (see Section 8).**
- **Acknowledgement: All disclosures will be acknowledged within 7 calendar days.**
- **Investigation: Updates will be provided where possible, respecting confidentiality.**
- **Anonymous disclosures: Accepted but may limit investigation effectiveness.**

6. Safeguarding (KCSIE 2025)

- **All staff have a duty to report concerns about the safety and welfare of pupils.**
- **Report immediately to the Designated Safeguarding Lead (DSL) if you suspect: physical, sexual, or emotional abuse; neglect; inappropriate relationships; online harms including harmful content or misinformation; risks in alternative provision or kinship care arrangements.**
- **Failure to report safeguarding concerns is a disciplinary matter.**

7. External Reporting Options

- **NSPCC Whistleblowing Advice Line: 0800 028 0285**
- **DfE Whistleblowing Policy (June 2025)**
- **Prescribed regulators: HMRC, Health & Safety Executive, Environment Agency, Education Skills Funding Agency, etc.**

8. Training & Awareness

- **Annual staff training on whistleblowing and safeguarding.**
- **Updates on AI safety, online harms, and DfE technology guidance.**
- **Promote a ‘speak-up’ culture through regular communication and INSET sessions.**

Compliance Checklist

Requirement	Included?
Acknowledgement within 7 days	Yes
Multiple reporting channels	Yes
Updated safeguarding per KCSIE 2025	Yes
External contacts listed	Yes



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Training commitment included	Yes
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