

WHISTLEBLOWING POLICY

For school year 2018-2019
Date of approval: 20.08.2018

1. Purpose & overview

Avenor College is committed to maintaining a culture of openness, accountability and integrity. We seek to ensure that employees feel secure in raising concerns about any activity which may harm individuals or undermine the status of the school. This policy is completed by a procedure which gives clear guidance to those who may need to raise concerns.

2. Summary

This policy aims to:

- Encourage Avenor staff to feel confident in raising serious concerns and to question and act upon concerns;
- Provide ways for staff members to raise those concerns and receive feedback on any action taken;
- Ensure that they receive a response to their concerns and that they are aware of how to pursue them if they are not satisfied;
- Reassure staff members that they will be protected from possible reprisals or victimisation if they have a reasonable belief that they have raised any concern in good faith.

This Whistleblowing policy was created in relation to other school policies/procedures: Safeguarding and child protection policy, the Staff handbook.

3. Roles and responsibilities

All staff members have a responsibility for whistleblowing.

The Governing Body will:

- Have a minute and record the approval of Avenor College's Whistleblowing policy and procedure;
- Inform every employee about the school's whistleblowing arrangements;
- Appoint at least one member of the staff (in this instance, the Head Teacher) and at least one governor who other members of staff can contact if they wish to report concerns.

4. Arrangements for monitoring and evaluation

The Head Teacher will ensure that this policy is disseminated to all staff through the Staff handbook. The Designated Safeguarding Lead (s) will do occasional spot checks to ensure that staff members are aware of this Policy and the procedures within it.

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