

Sacred Heart Catholic College, Crosby

Whistleblowing Guidelines



June 2021

(Sefton Council Policy adopted)



Employees are often the first to realise that there may be something seriously wrong within a school, Local Authority or, in our case, the Archdiocese. However, they may not express their concerns because they feel that speaking up would be disloyal. They may also fear harassment or victimisation. In these circumstances they may feel that it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.

Sacred Heart Catholic College's Governing Body are committed to the highest possible standards of openness, probity, and accountability. In line with that commitment, we expect employees, and others that we deal with, who have serious concerns about any aspect of school, Local Authority, or the Archdiocese work to come forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis.

The policy document (to be read in conjunction with this guide) makes it clear that you can do so without fear of victimisation, subsequent discrimination, or disadvantage. The whistleblowing policy is intended to encourage and enable employees to raise serious concerns within the school, Local Authority or Archdiocese rather than overlooking a problem or 'blowing the whistle' outside.

The policy applies to all employees and applies equally to those designated as casual, temporary, agency, authorised volunteers or work experience, Governors and those contractors working for the school, LA or Archdiocese on premises used by each; for example, this may also be agency staff, builders, or drivers etc.

Sources of support:

Public Concern at Work (0207 4046609 or http://www.pcaw.co.uk/)	Ofsted (www.gov.uk/government/organisations/ofsted)
Commission for Local Administration (0300 0610614 or http://www.lgo.org.uk/)	
Care Quality Commission (http://www.cqc.org.uk)	A trade union;
Citizens Advice Bureau	Relevant voluntary organisation;
Professional bodies / regulatory organisations	The external auditor (www.pwc.co.uk)