



# Whistleblowing Summary

Updated: September 2023



This summary is taken from the more detailed Whistleblowing Policy. Please refer to the policy that is available on the school website for more information.

What conduct should you report?

Anything you consider inappropriate or makes you concerned however, the disclosure must be in the public interest and raise a concern such as:

- a) a criminal offence (e.g. fraud, corruption or theft) has been/is likely to be committed;
- b) a person has failed, is failing or is likely to fail to comply with any legal obligation to which he is subject;
- c) a miscarriage of justice has been/is likely to occur;
- d) the health or safety of any individual has been/is likely to be endangered;
- e) the environment has been/is likely to be damaged;
- f) public funds are being used in an unauthorised manner;
- g) Birmingham City Council's Constitution (including Standing Orders, Financial Regulations etc.) has not been observed or is being breached by a City Councillor(s) and/or a Council Officer(s);
- h) sexual or physical abuse by any member of staff on service user is taking place;
- i) unlawful discrimination is occurring to any member of staff or service recipient

If you have concerns then raise it with the Head Teacher and/or Chair of Governors.

If any employee has good reason to believe that:

- a) the complaint or whistleblowing will not be managed properly within the school, or
- b) that he/she will be exposed to victimisation as a result of the complaint; or
- c) the concern is about another school or another service provided by Birmingham City Council; then the employee may make the complaint directly to Birmingham City Council.

People who make a complaint to Birmingham City Council about the school in which they work should set out why they feel unable to make the complaint directly to the school.

Another option is to contact your union for further advice.

For any concern relating to the safety of children in terms of physical, sexual or emotional abuse or neglect or inappropriate behaviour towards a child, please contact the school's DSLs:

***Mrs Davis (Lead DSL), Mrs Yorke, Mrs Jones, Mrs Fowler, Mrs Richards or Mrs Tame.***

Please DO NOT START ANY SORT OF INVESTIGATION YOURSELF.