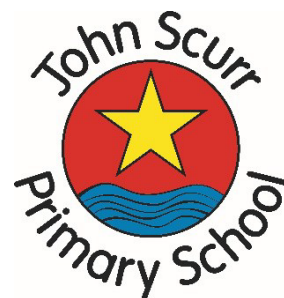


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Headteacher: Maria Lewington



Whistleblowing Policy

Approved by:	Keeley Alborough
Last reviewed on:	July 2026
Next review due by:	2027
Ratified by:	

Introduction

The staff and governors of John Scurr Primary (JSP) School seek to run all aspects of school business and activity with full regard for high standards of conduct and integrity. In the event that members of school staff, parents, governors or the school community at large become aware of activities which give cause for concern, JSP has established the following whistleblowing policy, which acts as a framework to allow concerns to be raised confidentially and provides for a thorough and appropriate investigation of the matter to bring it to a satisfactory conclusion.

Throughout this policy, the term whistleblower denotes the person raising the concern of making the complaint. It is not meant in a pejorative sense and is entirely consistent with the terminology used by Lord Nolan as recommended in the Second Report of the Committee on Standards in Public Life: Local Spending Bodies published in May 1996.

JSP school is committed to tackling fraud and other forms of malpractice and treats these issues seriously. JSP School recognises that some concerns may be extremely sensitive and has therefore developed a system that allows for the confidential raising of concerns with the school environment but also has recourse to an external party outside the management structure of the school.

John Scurr Primary School is committed to creating a climate of trust and openness so that a person who has genuine concern of suspicion can raise the matter with full confidence that the matter will be appropriately considered and resolved.

The provisions of this policy apply to matters of suspected fraud and impropriety and not matters of more general grievance that would be dealt with under the John Scurr Primary School grievance procedures.

When might the Whistleblowing Policy apply?

The type of activity or behaviour which JSP School considers should be dealt with under this policy includes:

- Manipulation of accounting records and finance.
- Inappropriate use of school assets or funds.
- Decision-making for personal gain.
- Any criminal activity.
- Abuse of position.
- Fraud and deceit.

Serious breaches of school procedures which may advantage a particular party (for example tampering with tender documentation, failure to register a personal interest, etc.,)

What action should the whistleblower take?

John Scurr Primary School encourages the whistleblower to raise the matter internally in the first instance to allow those school staff and governors in a position of responsibility and authority the opportunity to right the wrong and give an explanation for the behaviour or activity.

JSP School has designated a number of individuals to specifically deal with such matters and the whistleblower is invited to decide which of those individuals would be the most appropriate person to deal with the matter.

Name	Position	Contact details
Nicola Denton-Dash	Executive Headteacher	0207 790 3647

The whistleblower may prefer to raise the matter in person, by telephone or in written form marked private and confidential and addressed to one of the above named individuals. All matters will be treated in strict confidence and anonymity will be respected wherever possible.

While anonymity will be respected wherever possible, it should be noted that in some situations, such as legal investigations or safeguarding cases, it may not be possible to guarantee full anonymity. In all cases, the identity of the whistleblower will be protected in line with data protection legislation and good safeguarding practice.

Where a concern relates to Nicola Denton-Dash, Executive Head Teacher this should be reported to the Clerk to the Chair of Governors: Nigel Caleb (Nigel.Caleb@towerhamlets.gov.uk)

Alternatively, if the whistleblower considers the matter too serious or sensitive to raise within the internal environment of the school, the matter should be directed in the first instance to the **London Borough of Tower Hamlets, Chief Internal Auditor on 020 7364 5000.**

This policy aligns with the London Borough of Tower Hamlets Whistleblowing Policy, which can be accessed via the Council's website or through the school office.

The London Borough of Tower Hamlets has its own procedures for dealing with such matters and will ensure every effort to respect the confidentiality of the whistleblower. The LA will ensure relevant officers of the Department for Education (DfE) are informed as appropriate.

Other whistleblowing routes also exist: for example, the NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures

internally. Staff can call 0800 028 0285 – the line is available from 8:00 am to 8:00 pm, Monday to Friday. Email support is available by contacting: help@nspcc.org.uk

In addition, information and advice can be obtained from the charity Protect. This charity offers free legal advice in certain circumstances to people concerned about serious malpractice at work. Their literature states that matters are handled in strict confidence and without obligation.

Contact details for the charity are as follows:

Protect (formerly Public Concern
at Work) The Green House,
244-254 Cambridge Heath
Road London E2 9DA

Tel: 020 3117 2520

Website: <https://protect-advice.org.uk>

Email: whistle@protect-advice.org.uk

How will the matter be progressed?

The individual(s) in receipt of the information or allegation (the investigating officer(s)) will carry out a preliminary investigation. This will seek to establish the facts of the matter and assess whether the concern has foundation and can be resolved internally. The initial assessment may identify the need to involve third parties to provide further information, advice or assistance, for example involvement of other members of school staff, legal or personnel advisors, the police, the Department for Education (DFE), the London Borough of Tower Hamlets.

Records will be kept of work undertaken and actions taken throughout the investigation. The investigating officer(s), possibly in conjunction with the governing body, will consider how best to report the findings and what corrective action needs to be taken. This may include some form of disciplinary action or third party referral such as the police.

The whistleblower will be informed of the results of the investigation and the action taken to address the matter. Depending on the nature of the concern or allegation and whether or not it has been substantiated, the matter will be reported to the governing body and the London Borough of Tower Hamlets.

Respecting confidentiality

John Scurr Primary School is committed to protecting the identity and well-being of anyone who raises a concern in good faith. While confidentiality and anonymity will be respected wherever possible, it is important to note that in some

circumstances—such as legal proceedings or safeguarding matters—full anonymity may not be possible. In all cases, the whistleblower’s identity will be handled sensitively and protected in line with data protection legislation and safeguarding best practice.

This Whistleblowing Policy should be read in conjunction with the school’s Child Protection and Safeguarding Policy, as some concerns may need to be managed under safeguarding procedures rather than internal whistleblowing protocols. This policy aligns with the London Borough of Tower Hamlets Whistleblowing Policy (available at www.towerhamlets.gov.uk or via the school office).

Policy Reviewed:
July 2026 Next
Review Due: July
2027

Raising unfounded malicious concerns

Individuals are encouraged to come forward in good faith with genuine concerns with the knowledge they will be taken seriously. If individuals raise malicious unfounded concerns or attempt to make mischief, this will also be taken seriously and may constitute a disciplinary offence or require some other form of penalty appropriate to the circumstances.

Conclusion

Existing good practice within JSP school in terms of its systems or internal control both financial and non-financial and the external regulatory environment in which the school operates ensure that cases of suspected fraud or impropriety rarely occur. This whistleblowing policy is provided as a reference document to establish a framework within which issues can be raised confidentially internally and if necessary outside the management structure of the school. This document is a public commitment that concerns are taken seriously and will be actioned.

I understand and will abide by the Whistle Blowing Policy and accept that failure to do so may result in this document being referred to, if disciplinary matters arise against me.

Name

Signature

Date