



Mougins School

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Whistleblower Policy



Introduction

This Policy is related to the school's vision and aims. The policy outlines the requirement of good practice for sharing of information where there may be concerns by staff that the school is at risk through the actions of a colleague or colleagues.

Mougins School is committed to the highest standards of openness, probity and accountability and expects employees (and others linked to the school) who have serious concerns to voice these concerns.

As part of this commitment Mougins School and the Board are committed to combating any acts of impropriety wherever they may arise in relation to any of the school's activities or services. In achieving this aim, the school has put in place arrangements to ensure high standards are maintained and that any act of impropriety is prevented or is detected at an early stage.

Mougins School realises, however that despite its best efforts, impropriety (e.g. unlawful conduct, financial malpractice, conducting activity which may present a danger to the public, employees or the environment) can be discovered by chance. It is often through the alertness of not only their workers but members of the public, other authorities or agencies, service users, partners or suppliers / contractors etc. that impropriety is detected. Consequently, the school acknowledges the important role that these parties, including the local community, have to play in helping to maintain high standards and are keen to involve them in its arrangements for the detection of acts of impropriety.

Commitment

Mougins School is committed to the principle that where any person, i.e. worker, member of the public or any other external body, becomes aware of, or has concerns about, activity in the school which appears to fall below its high standards of honesty, integrity, openness and accountability, they should be reported promptly to the school or another appropriate body.

As part of this commitment the school acknowledges the need to encourage any person who believes that there may be something seriously wrong within the school or who may have concerns about any aspect of the school's work to come forward and voice those concerns. The school is committed to creating and maintaining a culture whereby any individual who seeks to express concerns and suspicions may do so with confidence, without fear of repercussion or intimidation and in the knowledge that the information will be treated confidentially and will be investigated fully and rigorously.

Concerns might involve conduct which is a breach of the law, a failure to comply with a legal obligation, health & safety risks, unauthorised use of funds, fraud or the abuse of others (sexual, physical or other forms of abuse). Generally, concerns will be about serious unethical or unprofessional conduct.

Aims

The aim of this policy is to provide a framework to enable staff to feel confident in coming forward to raise concerns.



This protocol applies to all employees at the school including temporary, authorised volunteers or those on a work experience placement.

This document can be read in conjunction with other school policies.

Mougins School recognises the decision to report a concern can be a difficult one to make. If what is being reported is true, the colleague will be doing their duty to their employer and those for whom they provide a service. The person raising concerns has the right to be protected, and the school will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect colleagues if they raise a concern which is in the public interest.

Principles and practice

Issues that might be reported include:

- Conduct which is an offence or a breach of law.
- Failure to comply with a legal obligation.
- Health and safety risks.
- The unauthorised use of funds.
- Possible fraud and corruption.
- Sexual, physical or other abuse.
- Other unethical conduct.
- Actions which are unprofessional, inappropriate or conflict with a general understanding of what is right and wrong.

Other procedures are available to employees relating to complaints about their own employment. This policy does not replace the complaints procedure.

As a first step, a member of staff with concerns should raise their concerns with their immediate line manager. This may depend, however, on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice. For example, if you believe that management is involved you should approach a more senior level of management within the school. If your concerns are around the Head teacher, you must raise your concerns with the Board.

All issues regarding Child Protection must be brought to the attention of the Designated Child Protection Officer, in line with the Mougins School Child Protection Policy.

All concerns will be treated in confidence and every effort will be made not to reveal the identity of the person raising the concern if so wished. At the appropriate time, however, they may need to come forward as a witness and anonymity cannot be guaranteed at this time.