

<b>WHISTLE-BLOWING FOR STAFF POLICY</b>
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Date	Review Date	Contact
01.09.18	01.09.19	Principal

Working alongside Newbury Hall's Anti-Bullying, Anti-Cyber Bullying, and Safeguarding & Child Protection Policies, all members of staff are actively encouraged to help stop bullying and any other unacceptable behaviour. Possible concerns include health and safety, fraud, unethical conduct or any other matter where the member of staff feels there is a legitimate concern.

All staff should feel completely safe to do this.

Members of staff raising concerns are assured of confidentiality and there will be no repercussions or disciplinary issues, providing any concerns are raised in genuine good faith. If there is evidence of criminal activity then the Police will in all cases be informed.

Any member of staff can contact the Principal, Student Services Manager or Lead Educator.

If they are not satisfied that their concern is being properly dealt with, they can raise this in confidence with the Proprietor.

If Newbury Hall is still unable to resolve the matter satisfactorily, it is possible to contact an independent organisation that offers confidential advice – Public Concern at Work 0207 404 6609.

It is important to note if the member of staff believes that circumstances justify this approach and it is not suitable to follow the internal procedures. Examples would include where they believe their confidentiality would be compromised, the school may try to cover up the incident or the serious nature of the situation justifies it. This is in accordance with the Public Interest Disclosure Act 1998.

**Signed:**

**Date: 01/09/18**

**Jon Crocker**  
**Principal**