



CYFLAWNI TEGWCH A RHAGORIAETH
MEWN ADDYSG A GWELL LLES I BAWB
EQUITY AND EXCELLENCE IN EDUCATION
AND ENHANCED WELLBEING FOR ALL

Education and Inclusion Services Directorate

Agenda Item No. 7.1

Whistleblowing Procedure

Introduction

In November 2022 Welsh Government released an update on Procedures for Whistleblowing in Schools and a model policy.

The guidance aims to ensure that the staff of maintained schools are able to raise concerns about conduct or practice which is potentially illegal, corrupt, improper, unsafe or unethical or which amounts to malpractice, in a safe and professional way. The guidance covers:

- the legal context
- what constitutes whistleblowing
- the aim, scope and context of a whistleblowing procedure, including how a process for raising and handling a concern might best operate.

The governing body should establish a whistleblowing procedure to ensure that members of staff are aware of the appropriate channels to raise a concern; should give members of staff an assurance that they can raise such concerns without fear of reprisal; and, wherever possible, to ensure that the procedure is confidential, although governing bodies should recognise that some members of staff may wish to give their name.

The link to the document is below:

<https://gov.wales/whistleblowing-schools-guidance>

What Governors need to do:

- Headteachers should now present their updated Whistleblowing Policy, incorporating all notified amendments and revisions to Governors for their consideration, and adoption if appropriate.