

ST. JOSEPH'S R.C. PRIMARY SCHOOL



Whistleblowing Policy

The following Policy is as is distributed to all Greenwich Council Staff, and agreed by the Chair of Governors:

The Council's 24 hour Confidential Reporting Line has now moved to a new free phone number as follows:-

0800-169-6975

If you have a concern in the workplace involving:

- FRAUD or any other crime
- a RISK to the health and safety of you, your colleagues or the public
- a breach of the Council's LEGAL OBLIGATIONS and duties
- a miscarriage of JUSTICE
- a COVER UP of any of the above

then call the new free phone numbers now.

Help your council to protect jobs and services.

The new Public Interest Disclosure Act and The Council's Whistleblowing Policy

In a large organisation like the Council, there is always a risk that fraud or other malpractice may occur. Such activities cannot be tolerated and their rapid identification and elimination is of benefit to the Council, its employees and, above all, the residents of Greenwich.

The Council recognises that its employees are often the first people to suspect or realise that something is wrong. It is therefore fully committed to dealing responsibly and professionally with employee's genuine concerns about fraud or other unlawful practices. The Council also recognises that, for a number of reasons, employees often feel reluctant to raise such concerns. That is why the Council welcomes the coming into force of the Public Interest Disclosure Act 1998, which gives new rights to 'whistleblowers'.

The New Law

From July 1999, the Public Interest Disclosure Act gives you legal protection if you are victimised or unfairly dismissed because you have 'blown the whistle' about particular concerns at work. The new Act covers whistleblowing where any of the following has occurred, is occurring, or is likely to occur:

- A criminal offence
- Failure to comply with a legal obligation
- A miscarriage of justice
- Endangerment of the health and safety of any person
- Damage to the environment
- Deliberate concealment (ie a cover up) of any of the above

The new law imposes a number of restrictions on when and to whom you can express your concern and still receive the protection of the Act. Generally, the more public the disclosure, the greater the restrictions on employees. However, to make a disclosure to the Council (as your employer), you only need to act in good faith, ie with an honest belief.