

Whistleblowing Statement (for the School Website)

At Spalding Grammar School, we want to make sure that we are providing an excellent service to our stakeholders. Our staff, Governors and contractors have an important role to play in achieving this goal and we expect everyone to be committed to our high standards of service that are based on the principles of integrity, honesty, transparency and accountability.

As a Lincolnshire School, Spalding Grammar School adhere to the Lincolnshire County Council Whistleblowing Policy. All staff should familiarise themselves with the content of this policy via this link:

[Whistleblowing policy – Protected disclosures and confidentiality - Lincolnshire County Council](#)

If staff have concerns regarding any issue, we would hope they could raise the matter as early as possible and in the first instance with their line manager (e.g. Head of Department or Head of Year), or via their Senior Leadership Line Manager. If this is not possible, concerns should be raised with the Executive Headteacher and then the Chair of Governors thereafter. The matter can be raised either formally or informally through the LCC Grievance Policy (internal) or the Complaints Policy (external).

If concerns are of a more significant nature, they should be raised immediately with the Executive Headteacher and dealt with within the parameters of the Whistleblowing Policy rather than concerns procedures, the Grievance Policy or Complaints Policy.

These channels of communication do not apply in cases of safeguarding or child protection. Such matters should be raised through the procedures set out within the Safeguarding Policy.

If a member of staff becomes aware of an allegation made against a colleague, it must be reported immediately to the Executive Headteacher.

If the allegation is against the Executive Headteacher, it must be reported to the Chair of Governors.

If the allegation is against the Chair of Governors, it must be reported to the Executive Headteacher and the Governor Support Team at Lincolnshire County Council.