



Whistleblowing Policy

Reflective School Support is a Limited company. We usually employ sub-contractors as tutors. It may be the case that a sub-contractor wishes to raise concerns about the conduct of Reflective School Support Limited with regard to a contract they are involved with. In this situation, the following procedures would apply to ensure openness, honesty and integrity of all concerned.

The term "whistle blower" denotes the person raising the concern or making the complaint. It is not meant in a pejorative sense and is entirely consistent with the terminology used by Lord Nolan as recommended in the Second Report of the Committee on Standards in Public Life: Local Spending Bodies published in May 1996.

Situations which may cause concern and require use of this policy could include:

A sub- contractor being aware of the following by Reflective School Support Directors or staff:

- Manipulation of accounting records and finances
- Falsification of attendance records of pupils accessing tuition
- Any criminal activity
- Abuse of position
- Fraud and deceit
- Failure to follow Safeguarding Policy

In the first instance the 'whistle blower' would be encouraged to discuss the concern with Reflective School Support Directors to ensure that this did not result from a misunderstanding or lack of information. If the 'whistle blower' remained concerned, then the matter should be referred to a representative of the relevant commissioner e.g. Staffordshire County Council or Derby City Council.

For further support the 'whistle-blower' could contact the charity Protect <https://protect-advice.org.uk>

Protect, The Green House
244-254 Cambridge Heath Road
London E2 9DA



Reflective school Support will co-operate fully with any investigation and will respect as far as possible the anonymity of the 'whistle blower'.

A handwritten signature in black ink that reads "D. L. Barnes". The signature is written in a cursive style with a large, stylized initial "D".

D. L. Barnes (Director)

08/07/18

Reviewed 19/07/23

Reflective
School Support

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