

## Whistleblowing

### Have you seen or heard something at work that worried you?

- Actions which endanger the Health and Safety of others or the environment
- Concerns about poor or unsafe practice, including in relation to the care and protection of a pupil or pupils (see Safeguarding and Child Protection Policy)
- Conduct which suggests extremism or radicalisation of other staff or pupils
- Bribery or corruption
- Criminal activity
- Fraud or other financial irregularities
- Failure to comply with any legal or professional obligation or regulatory requirements
- Conduct likely to damage the School or Cognita's reputation
- Misuse of sensitive information
- Deliberate attempts to conceal any of the above

If you genuinely believe something may be wrong, even if you're not absolutely sure, we want to know. In the first instance, please raise the issue with:

Headteacher – Ian Thorpe

Heads of School – Clare Kirkham (Junior) & Karl Newland (Senior)

Business Manager – Mark Hugall

If you do not wish to talk to one of the above, please contact:

Cognita Director of Education – James Carroll

Cognita Human Resources Business Partner – Vicky Kidd

Cognita Group Director of Education - Fidelma Murphy

For details regarding Whistleblowing in relation to safeguarding – see the Safeguarding and Child Protection Policy.

For general details about whistleblowing – see the Whistleblowing Policy in the Employee Handbook

If you feel unable to raise an issue with the people listed above, or feel that your concerns are not being addressed, other channels are available to you. Please see <https://www.gov.uk/whistleblowing> or call the NSPCC Whistleblowing Helpline for Employees in England (0800 028 0285) or in Wales (0808 800 5000)