



Whistleblowing: Public Interest Disclosure

The School aims to conduct its business with the highest levels of integrity and honesty and we require all our employees to share in this aim. Therefore, if you witness any wrongdoing by the School or its employees, you should report it immediately.

If you have information which leads you to believe that one of the following has occurred, you should report the matter to a Trustee in writing. If you believe that the Trustees are personally implicated in the issue, you should raise the matter in writing in confidence to:

Davina Skinner
Designated Safeguarding Lead and Director of Operations,
Michael Hall, Kidbrooke Park,
Forest Row,
East Sussex,
RH18 5JA

Information which should be disclosed is information which tends to show one or more of the following:

- A criminal offence has been committed, is being committed or is likely to be committed;
- A person has failed, is failing or is likely to fail to comply with a legal obligation;
- A miscarriage of justice has occurred, is occurring or is likely to occur;
- The health or safety of any individual has been, is being or is likely to be endangered
- The environment has been, is being or is likely to be damaged;
- You have information tending to show any of the above has been, is being or is likely to be deliberately concealed.

These matters fall within 'confidential information', so should not be discussed with or disclosed to individuals who do not work for the School, except as described above.

When an employee reports such wrongdoing in the reasonable belief that it is in the public interest to do so, he or she cannot be subject to a detriment by their colleagues or by the School on the grounds that a disclosure was made (Employment Rights Act 1996 s. 47B). "Detriment" includes dismissal or other disciplinary action.