



Joint Headteachers: Ms Danielle Boder-Cohn & Mrs Daniella Spector

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Bushey & District Synagogue

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Registered charity No: 242552

www.busheyganim.org.uk

Whistleblowing Policy

Definition

Whistleblowing is raising a concern about misconduct or malpractice within an organisation.

Protection

Bushey Ganim is committed to delivering a high quality service, promoting organisational accountability and maintaining public confidence.

This policy provides individuals in the work place with protection from victimisation or punishment when they raise a genuine concern about misconduct in the Ganim. The policy is underpinned by the Public Interest Disclosure Act 1998, which encourages people to raise concerns about misconduct or malpractice in the workplace, in order to promote good governance and accountability in the public interest.

The Act covers behaviour, which amounts to:

- A criminal offence.
- Failure to comply with any legal obligation.
- A miscarriage of justice.
- Danger to health and safety of an individual and/or the environment.
- Deliberate concealment of information about any of the above.

This policy is not a substitute for Grievance or complaints procedure, but is design to nurture a culture of openness and transparency within the Ganim, which makes it safe and acceptable for Employees and volunteers to raise concerns they may have about misconduct or malpractice, in good faith.

A disclosure in good faith will be protected. Confidentiality will be maintained wherever possible and the employee or volunteer will not suffer any personal detriment as a result of raising a genuine concern about misconduct or malpractice within the Ganim.

Concerns should normally be reported to either joint head who will advise of the action that will be taken in response. Concerns should be investigated and resolved as quickly as possible.

If it is felt that the matter cannot be discussed with either joint head, It should be then reported to the chair of the Ganim management committee, Howard Schaverien.

Failing this the OFSTED Whistleblowing hotline can be contacted in three ways:

You can contact our hotline in three ways.

- Call us on 0300 123 3155 (Monday to Friday from 8.00am to 6.00pm).
- Email us at whistleblowing@ofsted.gov.uk.
- Write to us at:
WBHL
Ofsted
Piccadilly Gate
Store Street
Manchester M1 2WD