



PEGASUS SCHOOLS, EKET, AKWA IBOM STATE, NIGERIA

WHISTLEBLOWING POLICY

Approved/reviewed by	
The Head of Schools	
Date of review	January 2024
Date of next review	January 2025

Introduction

- Pegasus Schools is committed to the highest possible standards of openness, probity and accountability. It is expected that Staff at all levels will protect the school and its resources and lead by example, ensuring high standards of personal conduct and adherence to the School's Policies, Procedures and Rules.
- We will take all appropriate measures to protect the school, including its children, and public funds and to reduce the risk of an irregularity occurring from either internal or external sources

Aims of the Policy

- The Policy is designed to ensure that one can raise his or her concerns about wrongdoing or malpractice within the school without fear of victimization, subsequent discrimination, disadvantage or dismissal.
- It is also intended to encourage and enable an individual to raise serious concerns **within** the school rather than ignoring a problem or 'blowing the whistle' outside.
- The Whistle Blowing Policy is not intended to replace existing procedures:

Who can raise a concern under this Policy?

The Policy applies to all:

- Employees, students and pupils of Pegasus Schools.
- Those providing services for the school.
- Contractors working for the school.

What should be reported?

Any serious concerns that an individual has about service provision or the conduct of staff, students and pupils that:

- make him or her feel uncomfortable in terms of known standards;
- are improper behaviour.

These might relate to:

- disclosures related to miscarriages of justice
- racial, sexual, disability or other discrimination
- health and safety of the public and/or other employees
- damage to the environment
- possible fraud and corruption
- bribery
- theft
- other unethical conduct.

This list is not exhaustive

Safeguards – Harassment and Victimization

The school recognizes that the decision to report a concern can be a difficult one to make, not least because of the fear of reprisal from those responsible for the alleged malpractice. The school will not tolerate harassment or victimization and will take action to protect you when an individual raises a concern in good faith.

Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal the reporters identity if that is his or her wish. If disciplinary or other proceedings follow the investigation, it may not be possible to take action as a result of the disclosure without the reporters help, so the reporter

may be asked to come forward as a witness. If you agree to this, you will be offered advice and support. We will not reveal the identity of any such person without their written consent.

Untrue Allegations

If an allegation is made in good faith and reasonably believing to be true, but it is not confirmed by the investigation, the school will recognize the concern. If however, an allegation is made frivolously, maliciously or for personal gain, appropriate action that could include disciplinary action, may be taken.

How the School will respond

The action taken by the school will depend on the nature of the concern. The matters raised may:

- Be investigated internally
- Be referred to the Police;
- Be referred to the external Auditor;
- Form the subject of an independent inquiry

Raising a Concern: Who concerns should be raised with

The individual should normally raise a whistle blowing concern with:

- The Head of Schools
- The Principal or Head Teacher (Monitoring officers)
- The Facility, Logistics and Security (FL&S) Manager

If, exceptionally, the concern is about the leaders, the concern should be raised with the Board of Trustees who will decide how the investigation will proceed. This may include external investigation.

How the Matter can be Taken Further

This Policy is intended to provide you with an avenue within the school to raise concerns. The school hopes you will be satisfied with any action taken. You are also entitled to report the matter to external authorities where it has not been handled satisfactorily within the school. Furthermore, this Policy **does not** prevent the such an individual from taking legal advice.

Review of the Policy

The Head of Schools will review this Policy every year.