



مدرسة الوحدة الخاصة  
AL WAHDA PRIVATE SCHOOL  
An American Curriculum School

# Whistle Blowing Policy 2025-2026

## **Whistle Blowing Policy for Athena Schools -**

AWPS Vision: Al Wahda Private School inspires learning where students are equipped with the knowledge, and passion to create positive change in the world by becoming responsible, productive, and global citizens.

AWPS Mission: Al Wahda Private School aims to nurture a lifelong love of learning through a child-centered, inquiry-based approach, embracing each student's diverse needs, learning style and strengths. We strive to leave no student behind by providing unique and inclusive learning opportunities to develop international mindsets that ensure every student achieves his or her academic potential through planned career pathways.

### **1. Purpose**

This policy provides a framework for reporting concerns about wrongdoing or malpractice within the school. It encourages staff, students, parents, and stakeholders to report concerns without fear of retaliation and ensures such concerns are addressed confidentially and effectively.

### **2. Scope**

This policy applies to all employees, contractors, volunteers, parents, students, and anyone associated with the school. It covers concerns such as:

- Illegal activities (e.g., fraud, corruption, theft, bribery)
- Misuse of school funds or resources
- Health and safety risks
- Abuse of students or staff
- Discrimination, harassment, or bullying
- Ethical misconduct or policy violations
- Any other serious concerns affecting the school's reputation or operations

### 3. Principles

- **Confidentiality:** All reports will be treated confidentially, and the whistleblower's identity will be protected whenever possible.
- **Protection from Retaliation:** Whistleblowers will not face harassment, victimization, or adverse consequences for raising concerns in good faith.
- **Good Faith Reporting:** Concerns must be raised honestly. Malicious or knowingly false allegations may result in disciplinary action.
- **Impartial Investigation:** All concerns will be investigated thoroughly, impartially, and promptly.

### 4. Reporting Procedure

#### 1. Informal Resolution:

Concerns should first be raised informally with a line manager, supervisor, or the Designated Safeguarding Lead (DSL) if appropriate. This may allow for a quick resolution.

#### 2. Formal Reporting:

If informal resolution is not suitable or does not resolve the concern, the whistleblower should submit a formal report. Reports can be made:

- To the Principal
- To the Chair of Governors, (AAB members)
- To the school's Designated Safeguarding Lead (DSL)
- To an independent whistleblowing hotline or external authority, if applicable

#### 3. Information to Include in the Report:

- A detailed description of the concern (what happened, where, when, and who was involved)

- Supporting evidence or documentation
- Contact details (optional if anonymity is preferred)

## 5. Investigation Process

1. **Acknowledgment:** The school will acknowledge receipt of the report within five working days.
2. **Preliminary Assessment:** An initial review will determine if the concern falls under this policy and requires further investigation.
3. **Investigation:** An impartial investigator will gather evidence, interview relevant parties, and assess the situation.
4. **Outcome:** Findings will be documented, and appropriate actions will be taken. The whistleblower will be informed of the outcome, subject to confidentiality and legal restrictions.

## 6. Protection and Support for Whistleblowers

- Whistleblowers raising concerns in good faith will not face retaliation or discrimination.
- Any individual found retaliating against a whistleblower will face disciplinary action.
- Support services, such as counselling, may be offered to whistleblowers if needed.

## 7. False or Malicious Allegations

The school encourages honest reporting. However, individuals making false or malicious allegations may face disciplinary action.

## 8. External Reporting

If a whistleblower feels their concern has not been adequately addressed internally, they may escalate the matter to an external authority, such as:

- The KHDA/SPEA
- The MOE
- Accrediting bodies, e.g. Cognia, WASC, External Exam/IBT authorities,

depending on the relevance and nature of the complaint.

## **9. Monitoring and Review**

The AAB and school governance body will regularly review the effectiveness of this policy and update it as necessary to reflect changes in legislation or best practices.

**Duraïd Al- Oubaidy**

**June 2025**