



PROTECTED DISCLOSURES Policy

Approved by the School Board 18 February 2019

- Rationale:** Cambridge Middle School Board has a responsibility to provide information and guidance to employees of the school who wish to report serious wrongdoing within the school. A protected disclosure is a declaration made by an employee where they believe a sensitive or serious wrongdoing has occurred. Employees making disclosures will be protected against retaliatory or disciplinary action and will not be liable for civil or criminal proceedings related to the disclosure.
- Principles:**
- (a) This policy is compliant with the Protected Disclosures Act 2000.
 - (b) The school will make staff aware annually of their rights, responsibilities and associated processes regarding Protected Disclosures.
 - (c) All staff are guaranteed of their protection if they make disclosures.
 - (d) Procedures for staff who wish to make a protected disclosure are clearly articulated in this policy's guidelines.
 - (e) The provision of a safe working and learning environment is a priority for all staff.
- Policy Statement:** The School Board is committed to support the necessary requirements regarding Protected Disclosures and through school processes will make available appropriate information and guidance for all employees.
- Key Responsibilities:** The Principal and the School Leadership Team have responsibility for the implementation of this policy and will oversee a process for the development of Protected Disclosure Guidelines for the school.
- Review:** August 2022
- Related Information:** 1. Protected Disclosures Guidelines