Greater Manchester Education Trust

WHISTLEBLOWING POLICY

V1.2

Approval History

Approved By:	Date of Approval	Version Approved	Comments
Finance and Resources Committee	3rd October	V1.0	Added named Trustee Carol Culley
JCNC	21st October	V1.0	Added additional content for ESFA to be contacted in the event of whistleblowing. Change of email address
Trust Board	24th March 2025	V1.1	
Trust Board	23rd March 2026	V1.2	

Revision History

Revision Date	Previous Revision Date	Summary of Changes	Owner/Editor
18.12.23	10.22	Alignment of number of working days for initial response	
		Revisions to appendices and email contacts	
13.03.25	12/23	Update of contact details	
12/3/26	13.03.25	**Paragraph 3.1 – Protection for whistleblowers** *Amendment:* An additional sentence has been inserted to explicitly reference the statutory protection afforded to individuals who make a protected disclosure. *Rationale:* This clarifies the legal protection from dismissal or detriment under the **Employment Rights Act 1996 (sections 47B and 103A)** and strengthens alignment with whistleblowing legislation.	Abby Morris
12/3/26		**Paragraph 8.2.3 – Scope of statutory protection** *Amendment:* The wording has been revised to clarify that whistleblowing protections apply to **workers as defined in the Employment Rights Act 1996**, rather than stating absolute exclusions for certain groups. *Rationale:* This ensures the policy accurately reflects the expanded statutory definition of "worker" under **section 43K of the Employment Rights Act 1996**, which may include some agency workers or contractors.	Abby Morris

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1.0 PURPOSE AND SCOPE OF THIS DOCUMENT

1.1 This policy outlines the Trust's approach to employee disclosures on "whistleblowing". The Trust is committed to providing a working environment to protect the health, safety and welfare of all its employees. The Trust is committed to the highest possible standards of openness, probity and accountability and will not tolerate malpractice or wrongdoing. It is therefore committed to a policy which seeks to protect individuals who make disclosures with regard to any instance of malpractice or wrongdoing in the public interest.

1.2 This policy has been implemented following consultation with the recognised trade unions. It has been formally adopted by the Finance and Audit Committee and the Trust Board.

2.0 AIMS

- Provide a channel and process for individual members of staff to raise genuine and legitimate concerns about incidents of misconduct or malpractice.
- Give a commitment that misconduct and malpractice is taken extremely seriously.
- Ensure confidentiality, to provide reassurance that employees who raise concerns in good faith can do so without fear of reprisals or victimisation.
- To provide a channel and process for any individual, e.g. governors, directors, parents, consultants, contractors, sub-contractors of members of the public to raise genuine and legitimate concerns about incidents of misconduct or malpractice.
- To provide guidance setting out arrangements and procedures for applying the policy.
- Allow the Academy Headteacher or person managing the concern, working alongside the Trust Director of People/ Chief Executive Officer, to give guidance where appropriate or to appoint other appropriate agencies to conduct an investigation into those concerns on behalf of the Academy Headteacher/Governors or Trust and to take appropriate action to resolve the situation.

3.0 WHAT IS WHISTLEBLOWING

3.1 Under the Employment Rights Act 1996, a worker who makes a protected disclosure is legally protected from dismissal or any detriment as a result of raising a concern in the public interest. "Whistleblowing" is the term which has been adopted to describe arrangements which allow persons, usually employees, to express concerns about any types of malpractice which may be occurring in the work place. Officially this is called 'making a disclosure in the public interest.' The overriding concern should be that the employee has a reasonable belief that it would be in the public interest for the malpractice to be corrected and, if appropriate, for sanctions to be applied. Examples of concerns covered by this policy are: -

- ✓ Unlawful or a criminal offence
- ✓ Disclosures related to miscarriage of justice
- ✓ A breach of a legal obligation
- ✓ Danger to health and safety including disregarding health and safety legislation, and risks to the public or other employees
- ✓ Damage to the environment
- ✓ Against financial regulations

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- ✓ Damage to the environment
- ✓ Against financial regulations
- ✓ Improper conduct
- ✓ Inappropriate or unauthorised use of academy's funds
- ✓ Something that is unlawful, including financial or fraudulent malpractice such as embezzlement, bribery, corruption or dishonesty. Sexual or physical abuse of pupils or staff
- ✓ A deliberate attempt cover up of information tending to show any of the above.

Whistleblowing arrangements are in place to enable a culture which encourages employees and others to express their concerns without fear of intimidation or recrimination, and in the confident knowledge that any reported concerns will be treated seriously and in confidence, and will be fully investigated.

3.2 Members of staff are often the first to realise that there may be something seriously wrong within the academy or trust. However, they may feel that expressing their concerns would be disloyal to their colleagues. It may be easier to ignore these concerns than report what may be a suspicion of malpractice. They may also fear harassment or victimisation.

3.3 The Trust, therefore, will continue to encourage employees and others with serious concerns of misconduct or malpractice to come forward and voice those concerns. This policy makes it clear that members of staff can do so without fear of reprisals or victimisation.

3.4 This policy should not be used for concerns relating to one's own personal circumstances, such as the way an individual has been treated at work. In those cases. Such cases should refer to the Grievance Bullying and Harassment Policy as appropriate.

3.5 Whistleblowing arrangements also recognise, however, that it is possible that allegations of wrongdoing may be false or malicious and the arrangements make clear that false allegations will be treated as a disciplinary offence.

4.0 CONFIDENTIALITY AND DATA PROTECTION

4.1 The Trust will do everything possible to protect an whistleblower's identify when a concern is raised and where the individual does not want their name disclosed. it is important to note that it is easier to follow up and verify concerns if whistleblowers are prepared to give their names. Additionally, in certain circumstances complete confidentiality may be difficult to maintain, such as if the matter leads to a legal procedure and evidence is required in court, or if another academy procedure (such as a disciplinary procedure) is invoked requiring the whistleblower to provide a signed statement as part of the evidence, thus revealing their identity.

4.2 We do not encourage staff to make disclosures anonymously. Proper investigation may be more difficult or impossible if we cannot obtain further information from those raising the concern. Where we receive anonymous concerns, we will make a determination about whether to investigate based on:

- the seriousness of the issue raised
- the credibility of the concern; and
- the likelihood of confirming the allegation from other sources

4.3 As part of the application of this policy, the Trust may collect, process and store personal data in accordance with our data protection policy. We will comply with the requirements of **Data Protection Legislation** (being the UK General Data Protection and Data Protection Act 2018) and any implementing laws, regulations and secondary legislation, as amended or updated from time to time, in the collecting, holding and sharing of information in relation to our workforce. Records will be kept in accordance with our Workforce Privacy Notice, our Retention and Destruction Policy and in line with the requirements of Data Protection legislation.

5.0 FALSE AND MALICIOUS ALLEGATIONS

5.1 While encouraging staff to bring forward matters of concern, the Trust will guard against claims made to deliberately damage the reputation of other staff at the academy or the academy itself.

5.2 If an individual makes false, malicious or vexatious allegations this will be treated as a disciplinary offence and action may be taken under relevant procedures.

6.0 RESPONSIBILITIES

6.1 Staff Responsibilities

It is the responsibility of all members of staff to ensure that their own behaviour is appropriate and does not contribute to an environment in which malpractice or wrongdoing is either ignored, condoned or encouraged. All staff should challenge such behaviour if it occurs, or bring it to the attention of a relevant person.

6.2 Headteacher Responsibilities

Headteachers are responsible for:

- communicating the policy to all staff to promote its understanding and accessibility:
- managing staff in a professional and sensitive manner;
- ensuring that the academy environment operates a culture where malpractice and or wrongdoing is unacceptable;
- ensuring that the policy is implemented throughout the academy;
- taking all concerns raised seriously, ensuring the necessary action is taken to address the matter promptly, sensitively and as confidentially as possible;
- ensuring that appropriate support is available to whistleblowers during the investigation of their concern;
- making it clear that malicious and vexatious allegations are serious matters and will not be tolerated;

6.3 The Trust Responsibilities

The Trust Board will:

- Receive reports from the Headteacher on the application of the procedure;

- the Trust should appoint at least one trustee and one member of staff who other staff who other staff can contact to report concerns
- have adopted an up-to-date and comprehensive Whistleblowing Policy;
- agree that the Chair of the Trust Board/named trustee be the contact for concerns including those made against the Headteacher and the Chief Executive Officer;
- agree that the Chair of the Trust Board/named trustee be the contact for concerns including those made against the Headteacher and the Chief Executive Officer;
- agree that in the event of a complaint against the Chair and the Vice Chair, the Chief Executive Officer will be the initial contact.

The named trustee for the trust is **Andrew Mullen** and the designated member of trust staff is **Abby Morris (**Trust Director of People).

7.0 PROCEDURE

7.1 The most appropriate person to contact about a concern will depend on the seriousness or sensitivity of the issues involved and who is thought to be involved in the malpractice. As a first step, an employee should generally raise the issue with their line manager or if this is felt inappropriate, then the relevant member of the Senior Leadership Team. Should they feel it necessary to do so, the employee may directly contact the Trust Director of People. If the concern involves the **Headteacher**, **the Chair of Governors** of the Local academy Committee would be the most appropriate person to contact. If the concern involves the **Chief Executive Officer the Chair of Trustees** would be the most appropriate person to contact. In the case of whistleblowing against the Trust Board the ESFA would be contacted.

In the case of concerns being raised verbally with individual governors or trustees, these persons should make the individual aware of the policy and procedure, ask that the individual follows this and encourage the member of staff to disclose any concerns in writing. Where, for any reason, the individual does not feel confident in putting their concerns in writing, the trustee/governor should write an account of the individual's concerns, the complainant signing the account, and pass it to the appropriate person for investigation, in line with the procedure.

In line with best practice, staff will also be able to contact the named trustee should they wish to do so (see above). A full list of contacts is set out in appendix 2-5.

7.2 Although concerns may be raised verbally, they are better communicated in writing. Employees who wish to make a written report should use the following format:

- The background and history of the concern (giving relevant dates, names and places where possible)
- The reason why they are particularly concerned about the situation

7.3 Managers notified of a concern have a responsibility to ensure that concerns raised are taken seriously. They should complete the notification form at appendix 1. The action then taken by the Academy will depend on the nature of the concern. Generally initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take including whether this should be done internally or referred to another agency. Concerns or allegations, which fall within the scope of specific procedures (for example child protection or capability issues), will normally be referred for consideration under the relevant procedures and not be dealt with under this policy, although the principals set out in this policy may still apply. Alternatively, some concerns may be resolved by agreed action without the need for investigation.

7.4 Usually within 10 working days of a concern being raised under this procedure the manager considering the issues will write to the whistleblower:

- Acknowledging how the concern has been received
- Outlining how it is proposed to deal with the matter;
- Giving an estimate (so far as is reasonably practicable) of how long it will take to provide a final response;
- Advising whether any initial enquiries have been made; and
- Advising whether further investigations will take place and if not, why not.

7.5 Subject to any legal constraints, the relevant employee will normally be informed of the final outcome of any investigation.

8.0 HOW TO RAISE A CONCERN – THIRD PARTIES

8.1 There are occasions when an allegation of wrongdoing may be raised by an individual or organisation not directly employed by Greater Manchester Education Trust.

8.2 This Whistleblowing Policy seeks to cover all disclosures made by staff, governors and directors, but also extends to any other individual who wants to raise an allegation of perceived wrongdoing. This could include, for example, parents, consultants, contractors, sub-contractors who are engaged in work for the Trust, or anyone who uses the Trust's services or any member of the public.

8.2.1 The Public Interest Disclosure Act 1998 (PIDA) is known as the Whistleblowing law and is designed to encourage and enable employees to "speak out" and to report suspected wrongdoing at work.

8.2.2 PIDA legislation legally protects employees (including those employed in any school maintained by the Trust, temporary workers and agency staff), from any detriment from their employer or colleagues that arises as a result of making a "protected disclosure" (a qualifying disclosure) in the public interest. This includes protection from harassment, victimisation or dismissal by their employer.

8.2.3 Statutory whistleblowing protections apply primarily to workers as defined in the Employment Rights Act 1996. This will normally include employees and may also include some agency workers or contractors who personally provide services to the Trust. Concerns raised by individuals who are not covered by the legislation will still be considered under this policy where appropriate.

8.2.4 If you are not a Trust employee you can still contact the Trust to report any concerns or disclosures over wrongdoing and these will be treated in the same way. Unlike disclosures made by employees, protection under PIDA law does not extend to disclosures made by members of the public.

9.0 HOW THE MATTER WILL BE INVESTIGATED - INFORMAL STAGE

9.1 Allegations will be handled confidentially and discreetly by all who are directly involved in the investigating process.

9.2 Initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take including who should undertake the investigation. Investigation may be completed without the subject of the concern being aware of the investigation.

9.3 Some concerns may be resolved by agreed action, without the need for investigation. In these cases confirmation should be sought from the employee that they are satisfied that the matter is resolved. This does not preclude matters being raised in the future if further concerns arise.

9.4 If it is determined that the concerns or allegations fall within the scope of specific procedures (for example disciplinary procedures) it should normally be referred for consideration under those procedures. Before any further investigatory action is taken the Academy Headteacher, relevant Chair or Chief Executive should consult with the Trust Director of People on the appropriate course of action.

9.5 If it is determined that the matter should be dealt with formally, the Academy Headteacher, relevant Chair or Chief Executive should notify the Trust Director of People (DoP) before any action is agreed. The DoP will support the coordination of this action.

9.6 To assist the nominated person's investigation, you will find at Appendix 1 a "Record Sheet" to record progress.

9.7 Those who submitted made the concern will be informed if further action is being taken or not but may not be given specific information about the outcome if it is confidential or sensitive.

10.0 FORMAL STAGE

10.1 The person(s) expressing concern will receive a written acknowledgement within 10 working days of the concern being received. This acknowledgement may indicate:

- how it is proposed to deal with the matter
- an estimate of how long it will take to provide a response
- any initial enquiries which may have been made
- Whether further investigations will take place, and if not, why not.

NB. If urgent action is required in response to a concern this may be taken before a full investigation is conducted.

10.2 If necessary, further information will be sought from the whistleblower at the outset. This will depend on the nature of the matters raised, the potential difficulties involved in conducting an investigation and the clarity of the information provided.

10.3 At any meeting arranged to discuss the whistleblower's concerns they may if they so wish, be accompanied by a representative or a companion who is not involved in the area to which the concern relates.

10.4 Investigation procedures into allegations of malpractice must be independent, skilled and objective. The Investigating Officer appointed must therefore not have had any previous involvement with the case and will be sensitive to the wishes of the complainant wherever possible.

10.5 Where a concern raised involves the Academy Headteacher, then the Chair of Governors will have the discretion to appoint an external investigation officer as they deem appropriate, subject only to the requirement that the person is not employed by the academy. (This approach may also apply to those individuals outlined in 7.1 above).

In any event, investigating officers must be at an appropriate level of seniority and must have sufficient experience and/or training to allow a thorough investigation to take place. Depending upon the circumstances, external agencies may also be involved in the investigation.

10.6 The investigation should normally be completed within 30 working days of the concern being registered Where cases prove to be more complicated and it may not be possible to complete within the time scale, this timeframe may be extended to accommodate the particular circumstances. Where the timescale is likely to exceed 30 working days, the investigating officer will advise the whistleblower of this.

10.7 During the investigation every effort will be made to protect the legitimate rights of all parties involved. In particular the following principles shall be adhered to:

10.7.1 Strict confidentiality must be maintained at all times. Any breach of confidentiality may lead to consideration of disciplinary action;

10.7.2 Throughout the investigation process, the whistleblower, the alleged perpetrator and any others interviewed are entitled to be accompanied by either a companion or professional association/trade union representative.

10.8 The first step in the investigation to be taken by an Investigating Officer will be to speak to the whislteblower and then to the alleged perpetrator. Witnesses may be interviewed as part of the investigation and asked to provide a written statement. Where witnesses have been identified by the whilstleblower, and particularly where witnesses are interviewed, it is important that, where they have acted in good faith, the witnesses do not suffer any personal detriment as a result.

11.0 OUTCOME OF THE INVESTIGATION

11.1 The investigation will conclude with a report by the Investigating Officer. This will summarise the Investigating Officer's findings on the allegations and recommend further action which could include:

- a finding that the allegation was unfounded and therefore no action needs to be taken;
- a recommendation to take no further action on the matter. This will be appropriate if the Investigating Officer decides that there is a lack of evidence relating to the matter or that what has been alleged is untrue or unsubstantiated;
- a recommendation to take action in order to deal with the matter on the basis that it is not sufficiently serious to warrant formal disciplinary action. Such action could include:
  - written management advice; and/or
  - an instruction to the member of staff to undertake appropriate guidance and/or training; and/or
  - appropriate changes in working arrangements which must not be to the disadvantage of the complainant;
- a recommendation to initiate formal disciplinary action because there is objective

evidence to support the allegation that malpractice has taken place.

11.2 The Academy Headteacher or relevant recipient of the concern will write to the whistleblower and the alleged perpetrator detailing (as appropriate) the findings of the investigation and the action to be taken. This letter will contain an undertaking that the whistleblower and any witnesses will not suffer any detriment as a result of having raised the concern.

11.3 Where an Academy Headteacher/relevant person determines to take no action irrespective of the recommendation made he/she shall give written reasons for this determination to the whistleblower (and the alleged perpetrator). Failure to give such information will be regarded as a breach of this procedure.

11.4 Where the Investigating Officer considers that a concern raised is untrue or malicious, he/she will recommend a second investigation of the circumstances. This may lead to consideration of disciplinary action against the whislteblower.

11.5 A confidential central record for a period of five years (seven years for allegations of financial irregularities). A copy should be held by the Trust Board of all whistleblowing allegations which have been raised and the responses provided.

11.6 In respect of anonymous allegations, should an Academy Headteacher or Chair of Governors consider that further action would be inappropriate details of the allegation and reason for the decision must still be recorded. These central records will be used to analyse the impact and effectiveness of the arrangements put in place as part of the process of reporting back to trustees/members on the effectiveness and outcomes of the Policy and as a record of actions taken in the case of any matters raised under the Public Interest Disclosure Act.

12.0 HOW THE MATTER CAN BE TAKEN FURTHER

12.1 It is intended that the Whistleblowing Policy and these procedures will enable the Trust Board/Governing Body to satisfactorily deal with concerns raised by concerned parties. If an employee is not satisfied, and feels it appropriate to take the issue further, the employee may make a protected disclosure to a third party, in accordance with the provisions of the Public Interest Disclosure Act 1998. There is an independent charity "Protect" which provides free advice to employees wishing to express concerns about fraud or other serious malpractices.

12.2 Concerned parties who are not satisfied with the action taken and feels it right to question the matter further, may consider the following possible contact points (see appendix 2-5 for contact details):

- The Academy's independent auditors
- The employee's Trade Union
- The Citizen's Advice Bureau and/or law centre/firm
- Relevant professional bodies or regulatory organisations
- The Information Commissioner
- A relevant voluntary organisation
- The Police and/or Health and Safety Executive

13.0 PROTECTION AND SUPPORT FOR WHISTLEBLOWERS

13.1 It is understandable that whistleblowers are sometimes worried about possible repercussions. We aim to

encourage an openness and will support staff who raise genuine concerns under this policy, even if they are mistaken.

13.2 Whistleblowers must not suffer any detrimental treatment as a result of raising a genuine conern. Detrimental treatment includes unfavourable treatment, dismissal, disciplinary action or threats connected with raising a concern. If the whistleblower believes that they have suffered any such treatment, they should inform one of the contacts listed in paragraph 7.1 immediately. If the matter is not remedied they may raise this using the Trust's Grievance procedure.

13.3 Staff must not threaten or retaliate against whistleblowers in any way. Anyone involved in such conduct will be subject to disciplinary action.

13.4 A confidential counselling service is available to whistleblowers who raise concerns under this policy. Please contact the Director of People for further information.

14.0 RELATED DOCUMENTS

Other policies available are:

- Disciplinary Policy
- Capability Policy
- Grievance Procedure
- Child Protection/Safeguarding Policy

GMET
WHISTLEBLOWING RECORD SHEET

Please print out this document and fill it in

Date concern/allegation received.	
Name of Academy	
Name of employee raising concern/allegation (unless anonymous).	
Nature of concern/allegation raised.	
Date acknowledgement provided to employee (within 10 working days).	
Academy nominated person responsible for undertaking investigation.	
People to be interviewed, including dates of any interviews	
Outcome of investigation.	
Date notification of outcome given to employee.	
Communication with whistleblower regarding actions as appropriate	

APPENDIX 2

SUMMARY OF CONTACTS - WRHS

1. **Your line manager**

2. **Member of SLT responsible for your faculty or department**

SLT Lead	*Faculty/Dept.*	*Contact Details 0161 861 9727 or emails below*
Mike Lea	Headteacher Social Science	mlea@wrhs1118.co.uk
Morresa Connolly	Inclusion Safeguarding Personal Development	mconnolly@wrhs1118.co.uk
Sophie Casey	Science DTB	scasey@wrhs1118.co.uk
Jane Barnes	Global Awareness Teaching & learning Trainees	jbarnes@wrhs1118.co.uk
Sam Parker	English World Languages	sparker@wrhs1118.co.uk
Anna McDonald	EAL Teaching Assistants	amcdonald@wrhs1118.co.uk
Steven Mycock	Sixth Form HSC	smycock@wrhs1118.co.uk
Christine Plews	Art/Photography/Food/DT Maths	cplews@wrhs1118.co.uk
Besim Mustafa	Heads of Year Student Services Attendance	bmustafa@wrhs1118.co.uk
Oluwatoyin Bakare	Heads of Year Behaviour Alternative Provisions	obakare@wrhs1118.co.uk
Lee Beckensall	CEAIG PHSE PE Music	lbeckensall@wrhs1118.co.uk
Gemma Davies	All support departments	gdavies@wrhs1118.co.uk
Kate Wragg	E-learning and ICT IT Infrastructure	cwragg@eltrust.org

3. **Any member of SLT** (see contact details above)
4. **Academy Headteacher - Mike Lea** (as above)
5. **Chief Executive Officer - Damian Owen** d.owen@gmetrust.org
6. **Chair of Governors (Academy Committee) - Peter Mulholland** whistleblowing@wrhs1118.co.uk
7. **Chair of Trust Board - Suzannah Reeves**

srs@osfc.a.uk

APPENDIX 3

SUMMARY OF CONTACTS - LHS

1. **Your line manager**

2. **Member of SLT responsible for your faculty or department**

SLT Lead	*Faculty/Dept.*	*Contact Details 0161 224 4625 or emails below*
Alex Fair	Headteacher	afair@levenshulmehigh.co.uk
Michelle Dean	Safeguarding/Inclusion Behaviour Mental Health and Wellbeing Student Standards Personal Development Attendance Year Teams	mdean@levenshulmehigh.co.uk
Jo Gorman	Curriculum Achievement Assessment and Reporting Exams QA Strategy Development of HoFs Maths, English, Science, Humanities, MFL	jgorman@levenshulmehigh.co.uk
Amanda Moretta	Personal Development Cultural Capital Provision Careers Heads of House MU Foundation	amoretta@levenshulmehigh.co.uk
Alan Millington	Attendance Admissions Punctuality Rewards Pupil Premium	amillington@levenshulmehigh.co.uk
Atyia Ejaz	Teaching and Learning CPD ECT and ITT Development QA of teaching Performing Arts	aejaz@levenshulmehigh.co.uk
Mark McNulty	All support departments EVC Duties	mmcnulty@levenshulmehigh.co.uk
Dina Suthar	QA of reading strategy Basic skills Student skills	dsuthar@levenshulmehigh.co.uk
Kate Wragg	Computing and Business	cwragg@eltrust.org

3. **Any member of SLT** (see contact details above)
4. **Academy Headteacher Alex Fair** (as above)
5. **Chief Executive Officer Damian Owen** d.owen@gmetrust.org
6. **Chair of Governors (Academy Committee) Emma Antrobus** whistleblowing@levenshulmehigh.co.uk
7. **Chair of Trust Board Suzannah Reeves** srs@osfc.a.uk

APPENDIX 4

SUMMARY OF CONTACTS - TEMA

1. **Your line manager**
2. **Member of SLT responsible for your faculty or department**

SLT	*Faculty/Dept.*	*Contact Details 0161 230 8039 or emails below*
Jackie Bowen	Headteacher HR Admin Humanities	j.bowen@temac.co.uk
Lucy Neukom	English	l.neukom@temac.co.uk
Martin Birrell	Mathematics Pastoral Directors of Year	m.birrell@temac.co.uk
Gillian Houghton	Safeguarding	g.houghton@temac.co.uk
Rebecca Moules / Hana Ingram	SEND	r.moules@temac.co.uk / h.ingram@temac.co.uk
Stephanie Lonsdale	Personal Development	s.lonsdale@temac.co.uk
Ian Mountain	MFL	i.mountain@temac.co.uk
Hamza Patel	Science	h.patel@temac.co.uk
Holly Koval	Physical Education	h.koval@temac.co.uk
Helen Bamber	Attendance Technologies	h.bamber@temac.co.uk
Petra Cron	Facilities, Catering, Finance	p.cron@temac.co.uk

3. **Any member of SLT** (see contact details above)
4. **Academy Headteacher Jackie Bowen** (as above)
5. **Chief Executive Damian Owen** d.owen@gmetrust.org
6. **Chair of Governors Fiona O'Sullivan** whistleblowing@temac.co.uk
7. **Chair of Trust Board Suzannah Reeves** srs@osfc.ac.uk
   Or via post to school, c/o the Admin Team lead, or pigeonhole/tray in the staff room

APPENDIX 5

SUMMARY OF CONTACTS - PWHS

1. **Your line manager**
2. **Member of SLT responsible for your faculty or department**

SLT	*Faculty/Dept.*	*Contact Details 0161 446 8640 Or emails below*
Mark McElwee	Headteacher, Social Science & EPA	m.mcelwee@pwhs.co.uk
Andy Langford	Business Head of Sixth Form	a.langford@pwhs.co.uk
Malcolm Waites	Science	m.waites@pwhs.co.uk
Iain Smith	MFL	i.smith@pwhs.co.uk
Emma Rainford	English	e.rainford@pwhs.co.uk
Emma Foster	PE, SEND Safeguarding/Inclusion	E.foster@pwhs.co.uk
Katie Catterall	Careers Digital and Computing	k.catterall@pwhs.co.uk
Emma Bryson	Maths	e.bryson@pwhs.co.uk
Mike Dore	Humanities	m.dore@pwhs.co.uk
Jim McLynn	Attendance Technology	j.mclynn@pwhs.co.uk
Lindsey Moore	Facilities Management All other support functions with the exception of HR and Finance	l.moore@pwhs.co.uk

3. **Any member of SLT (see contact details above)**
4. **Academy Headteacher Mark McElwee (as above)**
5. **Chief Executive Damian Owen d.owen@gmetrust.org**
6. **Chair of Governors**
7. **Chair of Trust Board Suzannah Reeves srs@osfc.ac.uk**

Or via post to school, c/o the Admin Team lead, or pigeonhole/tray in the staff room