



Whistle Blowing Policy

Coordinator	Helen Edwards
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Policy First Issued	2006 (as part of Financial procedures)
Last Reviewed	April 2023
Date policy considered by External HR Consultant	N/A
Date policy considered by External Solicitor	N/A
Agreed by LT on	18 th April 2023
Does this policy need to be agreed by Trustees? If yes, which committee?	Yes Resources
Agreed by Trustees on	14 th June 2023
This policy is communicated by the following means:	
Trustees	Trustee consultation policy reviewed and agreed
Staff	Policy folders on staff shared drive
Parents	Academy website
Students	Academy website

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1. What is 'Whistle blowing'?

Whistle blowing inside the work place is the term used to describe reporting by employees or ex-employees, of wrongdoing on the part of leadership or management, the Trustees or by fellow employees. Wrongdoing may include for example, fraud, corruption, malpractice, breach of health and safety law, any other illegal or unethical act or breaches of the Academy Code of Conduct. Employees may, for this purpose include, for example, contractors and agency workers.

2. Protecting the Whistle Blower

Under the Public Interest Disclosure Act 1998 a whistle blower is protected from detriment and unfair dismissal. The Academy will support and not discriminate against concerned employees who apply the whistle blowing procedure, provided any claim is made in good faith.

3. When Should Whistle Blowing Procedures be used?

If an employee has concerns about wrongdoing at the Academy and feels that those concerns are sufficiently serious to require reporting, this policy outlines what should be done.

Each individual member of staff should feel able to speak freely on such matters. However, the Academy and colleagues have the right to protect themselves against unfounded false or malicious accusations.

Whistle blowing should only be used when the party implementing the procedure (Representor) has reasonable grounds for believing that a serious offence has been or may be committed. It must never be used without good grounds, falsely or maliciously.

Whistle blowing is not appropriate for dealing with issues between an employee and the Academy which relate to the employee's own employment or rights or employment conditions generally. Alternative dispute resolution procedures are available for that purpose.

Whistle blowing is not appropriate for dealing with complaints, which will be dealt with under the separately published Complaints Policy (policy number 21).

Whistle blowing is not appropriate to specific cases of child safety or safeguarding which will be dealt with under the procedures specified in that connection (refer to the Child Protection, Safeguarding Children and Promoting Welfare Policy – policy number 14). **It is the duty of all staff to ensure that safeguarding concerns are acted upon.**

4. The Procedure

Any issue raised will be kept confidential while the procedure is being used.

The Representor (the person raising the concern) should raise their concern with a member of the Leadership Team, usually the Line Manager. This may be done orally or in writing.

However, if the concern relates to the Representor's Line Manager or any person to whom the member of staff reports, other than the Headteacher, the Representor should raise the



issue with the Headteacher. If the concern relates to the Headteacher, the Representor should raise the matter with the Chair of the Board of Trustees.

The person with whom the matter is raised is referred to as the "Assessor". The Assessor will:

- interview the Representor as soon as possible within seven working days, in confidence. An early interview will be essential if the concern relates to an immediate danger to loss of life or serious injury or risk to students;
- obtain as much information as possible from the Representor about the grounds for the belief of wrongdoing;
- consult with the Representor about further steps which could be taken;
- advise the Representor of the appropriate route if the matter does not fall under this Procedure;
- other than in the case of a concern relating to the Headteacher, report all matters raised under this procedure to the Chair of the Board of Trustees.

At the interview with the Assessor, the Representor may be accompanied by a recognised trade union representative or a work colleague. The Assessor may be accompanied by a member of the Academy staff to take notes.

Promptly and within ten working days of the interview, the Assessor will recommend one or more of the following:

- the matter be further investigated internally by the Academy;
- the matter be further investigated by external consultants appointed by the Academy;
- the matter be reported to an external agency;
- disciplinary proceedings be implemented against an employee;
- the route for the Representor to pursue the matter if it does not fall within this procedure; or
- that no further action is taken by the Academy.

The grounds on which no further action is taken include:

- the Assessor is satisfied that, on the balance of probabilities, there is no evidence that wrongdoing within the meaning of this procedure has occurred, is occurring or is likely to occur;
- the Assessor is satisfied that the Representor is not acting in good faith;
- the matter is already (or has been) the subject of proceedings under one of the Academy's other procedures or policies;
- the matter concerned is already (or has been) the subject of legal proceedings, or has already been referred to an external agency.

The recommendation of the Assessor will be made to the Headteacher. However, should it be alleged that the Headteacher is involved in the alleged wrongdoing, the recommendation will be made to the Chair of the Board of Trustees.

The Headteacher or Chair of the Board of Trustees, as appropriate, will ensure that the recommendation is implemented unless there is good reason for not doing so in whole or in part. Such a reason will be reported to the next meeting of the Board of Trustees. The Representor's identity will be kept confidential unless the Representor otherwise consents or unless there are grounds to believe that the Representor has acted maliciously.



In the absence of such consent or grounds, the Assessor will not reveal the identity of the Representor except:

- where the Assessor is under a legal obligation to do so;
- where the information is already in the public domain; or
- on a legally privileged basis to a professionally qualified lawyer for the purpose of obtaining legal advice.

The conclusion of any agreed investigation will be reported by the Assessor to the Representor promptly within twenty-eight working days of the initial interview.

All responses to the Representor will be made in writing and sent to the Representor's home address.

If the Representor has not had a response within the above time limit or such reasonable extension as the Academy requires, the Representor may go to an appropriate external agency, under paragraph 6, but will inform the Assessor before doing so.

The Representor may at any time disclose the matter on a legally privileged basis to a professionally qualified lawyer for the purpose of taking legal advice.

5. Malicious Accusations

A deliberately false or malicious accusation made by a Representor is a disciplinary offence and will be dealt with under the Academy's disciplinary procedure (see Disciplinary & Capability Policy, policy number 47), as well as potentially exposing the Representor to legal liability.

6. Informing External Agencies

Within the Academy all staff have a duty of confidentiality. The duty of confidentiality is implied by the law in every contract of employment and prohibits employees from publicly disclosing employers' confidential information, unless it is in the public interest that the information is disclosed or unless the Academy fails to follow required procedures. Other legal restrictions on the disclosure of information, for example under data protection legislation, may also apply.

Whistle blowing to an external agency without first going through the internal procedure is a breach of the Academy's Code of Conduct. The external agencies which may be used if disclosure is permitted are:

- Department for Education;
- Member of Parliament;
- National Audit Office;
- Health and Safety Executive;
- Police

Whistle blowing to the media is not appropriate or permitted in any circumstances.

The NPSCC have a whistleblowing advice line offering support for professionals who are worried about how child protection issues are being handled in their workplace.

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line>



7. Confidential Employee Enquiries

Employees may, on a confidential basis, seek prior guidance from the Headteacher if they wish to establish whether any course of conduct on their part or on the part of another employee may amount to wrongdoing under these procedures. Such an enquiry shall be kept confidential. The Headteacher will attempt to provide guidance on the basis of the information provided, but such guidance shall not prejudice the rights of the Academy or any person under these procedures.