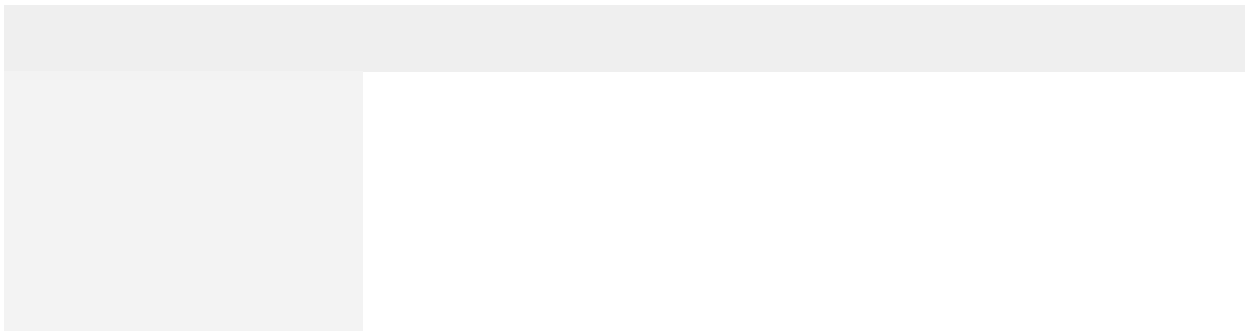


WHISTLEBLOWING POLICY

THIS POLICY APPLIES TO THE HOPE SENT



Contents

1. Introduction	4
2. Aims	4
3. Scope	4
4. Legal Framework	4
5. The Public Interest Disclosure Act	4
6. External Disclosures	5
7. Independent Advice	5
8. Roles and Responsibilities	5
9. What is Whistleblowing?	6
10. Protection and Support for Whistleblowers	7
11. Confidentiality	7
12. Anonymous Allegations	7
13. Untrue or Malicious Allegations	8
14. How to Make a Disclosure	8
15. How the Trust will Respond	8
16. Monitoring and Review	9

1. Introduc

- 5.1. The Public Interest Disclosure Act 1998 (PIDA) protects employees who “blow the whistle” where the employee reasonably believes that the disclosure falls within the remit of the prescribed person or body and that the information and any allegations are substantially true. Disclosures made under this procedure will be monitored for statistical purposes as required under the PIDA. The details of any disclosure will remain confidential.
- 5.2. Any member of the school community or the general public is able to “blow the whistle”; however, the PIDA only protects employees.

6. External Disclosures

This policy is intended to provide employees with a route to raise concerns with the Trust and to give the reassurance employees need to raise such matters personally, confidentially, or through a nominated person. The policy also provides a route for the Trust to investigate and deal with such concerns.

Appoint at least one member of staff (usually the Headteacher/Principal or Designated Safeguarding Lead) and at least one Governor who other members of staff can contact if they wish to report concerns

Please click on the link below to see the current list of Whistleblowing Link Governors*:

[Local Governing Committee Whistleblowing representatives](#)

8.3. The Trust Board has overall responsibility for this policy, and for reviewing the effectiveness of actions taken in response to concerns raised under this policy.

*The Trust Board undertakes this responsibility for employees

9.6. Whistleblowing concerns often relate to the conduct of our staff, but they may sometimes relate to the actions of a third party, such as a supplier or service provider.

9.7. This policy and procedure is intended to assist individuals who have discovered

13. Untrue or Malicious Allegations

13.1. If an employee makes an allegation that they reasonably believe is true but is not confirmed by the investigation, no action will be taken against them. If, however, an employee makes malicious or vexatious allegations, following further investigation disciplinary action may be taken against them.

14. How to Make a Disclosure

14.1. As a first step, concerns should be raised with an immediate Manager, where possible. This depends, however, on the seriousness and sensitivity of the issues involved and who is thought to be involved in the malpractice. For example, if it is believed that management is involved, the employee should approach either the Headteacher/Principal, Chair of Governors, Chief Executive or Chair of Trust Board as appropriate, in the first instance. Contact details of the appointed Governor for each school/academy and Trustee for the Trust in relation to raising whistleblowing concerns can be found using the following link: [Local Governing Committee Whistleblowing representatives](#) or is available from Human Resources.

14.2. Concerns can be raised verbally but are better raised in writing. Employees are invited to set out the background and history of the concern, giving names, dates and places where possible, and the reason why they are particularly concerned about the situation. If an employee does not feel able to put their concern in writing, they can telephone or meet the appropriate person.

14.3. The earlier an employee expresses the concern, the easier it is to act. Although employees are not expected to prove the truth of an allegation, they will need to demonstrate to the person contacted that there are sufficient grounds for their concern.

14.4. Employees may also invite their Trade Union representative to raise a matter on their behalf.

14.5. Employees are expected to conduct themselves in a professional manner when raising concerns and throughout their involvement in any whistleblowing situation.

15. How the Trust will Respond

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

Be investigated internally;

Be referred to the Police or other appropriate body.

15.2. In order to protect individuals and the Trust, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. The Trust will listen to any concerns, documenting the facts and determine if any action is needed. The Trust will seek clarification on what the concern is about, who else is involved, and what the whistleblowing wants to achieve.

•