



**Whistleblowing Policy  
23/24**

***We walk by faith and not by sight: 2 Corinthians 5:7***

**1. PREAMBLE**

- 1.1. The Code applies to all employees working with or assisting in Community and Voluntary Controlled Academies who have major concerns over any wrongdoing within such Academies relating to unlawful conduct, financial malpractice or dangers to the public or the environment. The Code will be recommended by the Education Funding Agency (EFA) to Voluntary Aided Foundation and Trust Academies.
- 1.2. The Staff and Governors of the Academy seek to run all aspects of Academy business and activity with full regard for high standards of conduct and integrity. In the event that members of Academy Staff, Parents, Governors or the Academy community at large become aware of activities which give cause for concern, this confidential reporting code acts as a framework to allow concerns to be raised confidentially and provides for a thorough and appropriate investigation of the matter to bring it to a satisfactory conclusion.
- 1.3. The Governing Board of the Academy and the Education Funding Agency are committed to tackling fraud and other forms of malpractice and treats these issues seriously. Some examples of malpractice are set out in paragraph 2.4. Academies recognise that some concerns may be extremely sensitive and have therefore developed a system which allows for the confidential raising of concerns within the Academy environment but also has recourse to an external party outside the management structure of the Academy as set out in paragraph 8.7.
- 1.4. The provisions of this Code apply to matters of suspected fraud and impropriety and not matters of more general grievance which would be dealt with under the Academy's grievance policies.
- 1.5. The Governing Board of the Academy and the EFA are committed to creating a climate of trust and openness so that a person who has a genuine concern or suspicion can raise the matter with full confidence that the matter will be appropriately considered and resolved.
- 1.6. This Code sets out a framework within which you can raise concerns without fear of victimisation, subsequent discrimination or disadvantage. The Code is intended to encourage and enable serious concerns to be raised rather than overlooking a problem. You may wish to seek support and advice from your trade union about this Code.
- 1.7. This Code has been adopted by the Academy Governing Board and has been the subject of consultation with recognised trade unions and approved by elected members.

## **2. AIMS AND SCOPE OF THIS CODE**

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- 2.1 This code aims to:
- 2.1.1 encourage you to feel confident in raising serious concerns and to question and act upon concerns about practice;
  - 2.1.2 provide avenues for you to raise those concerns and receive feedback on any action taken;
  - 2.1.3 ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied;
  - 2.1.4 reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made any disclosure in good faith.
- 2.2 This Code is not intended to be used where other, more appropriate, procedures are available, for example:
- 2.2.1 Grievances - (see Grievance Policies).
  - 2.2.2 Harassment - (see Anti-Harassment Policy and Procedure).
  - 2.2.3 Complaints of misconduct against Governors (for further information, please contact the DfE or EFA).
  - 2.2.4 Complaints of misconduct against councillors (for further information please contact the DfE).
  - 2.2.5 Child protection (see Child Protection procedures).
  - 2.2.6 Complaints (see Academy Complaints Procedure).
- 2.3 Whilst complaints of the nature described in 2.2 may be initially received under the Confidential Reporting Code, they may be progressed under other more suitable procedures as indicated above.
- 2.4 The Confidential Reporting Code is intended to cover major concerns that fall outside the scope of other procedures. Confidentiality of the individual and information reported will be upheld to protect the individual. The reported information will be shared with the relevant body to ensure that procedures are followed and concerns are processed fairly and properly. A full investigation will be made by a delegated member of the Governing Board and discussed with the members and trustees. The members will decide any further action required which may include an internal audit, external audit or a report to the relevant body i.e. EFSA, H & S Executive, ICO etc.

Procedures and outcome of the investigation will be shared with the individual who raised the concern. Concerns should be reported to the Principal or the Chair of the Governing Board. Should the concern relate to the Principal, then contact should be made directly with the Chair of Governors. The concerns include:

- 2.4.1 Conduct which is an offence or a breach of law, *e.g. negligence in service delivery or breach of contractual requirements such as those in the employee code of conduct.*
- 2.4.2 Disclosures related to miscarriages of justice, *e.g. false reporting or perjury.*
- 2.4.3 Health and safety risks, including risks to the public as well as other employees, *e.g. failure to carry out risk assessments or mishandling of hazardous materials such as asbestos.*
- 2.4.4 The unauthorised use of public funds, *e.g. serious breaches of Academy procedures which may advantage a particular party, tampering with tender documentation, manipulation of accounting records and finances, inappropriate use of Academy assets or funds.*
- 2.4.5 Possible fraud and corruption, *e.g. false claims for overtime payments.*
- 2.4.6 Sexual or physical abuse of any employee.
- 2.4.7 Other unethical conduct, *e.g. inappropriate receipts of gifts and hospitalities, breach of Academy governance arrangement.*

### **3. WHO IS COVERED BY THE ACADEMYS CONFIDENTIAL REPORTING CODE**

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3.1 All employees in or working with or assisting the Academy may use this Code. This includes permanent and temporary employees, and employees seconded to a third party. It is also applicable to:-

- Contractors working for the Academy on Academy premises, for example, agency staff, builders, drivers;
- Suppliers and those providing services under a contract with the Academy in their own premises

Any concerns relating to the third party, if relevant to the employees secondment, can also be raised under this Code.

### **4. SAFEGUARDS**

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- 4.1 Principals, Academy's Governing Board and the EFA are committed to good practice and high standards and want to be supportive of employees.
- 4.2 Principals, Academy's Governing Board and the EFA recognise that the decision to report a concern can be a difficult one to make. If you are acting in good faith, you should have nothing to fear because you will be doing your duty to your employer and those for whom you are providing a service.
- 4.3 Principals, Academy's Governing Board and the EFA will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith.
- 4.4 Any investigation into allegations of potential malpractice will not influence or be influenced by any disciplinary, redundancy or other procedures that you may be involved in.
- 4.5 If you do raise a concern in good faith under this Code, you will not be at risk of losing your job or suffering any form of retribution as a result. Provided you are acting in good faith, it does not matter if you are mistaken. Of course, this assurance is not extended to someone who maliciously raises a matter that s/he knows to be untrue.

## **5. CONFIDENTIALITY**

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- 5.1 All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness in which case you will be informed beforehand.

## **6. ANONYMOUS ALLEGATIONS**

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- 6.1 This Code encourages you to put your name to your allegation whenever possible.
- 6.2 Concerns expressed anonymously are much less powerful but may be considered at the discretion of the Academy Governing Body or the Council.
- 6.3 In exercising this discretion the factors to be taken into account would include:
  - the seriousness of the issues raised;
  - the credibility of the concern;
  - the likelihood of confirming the allegation from attributable sources; and
  - whether the allegations are likely to have been made in good faith.

## **7. UNTRUE ALLEGATIONS**

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- 7.1 If you make an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against you. If, however, you make an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against you.

## **8. HOW TO RAISE A CONCERN**

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- 8.1 As a first step, you should normally raise concerns with your Principal who will report the matter to the Academy Governing Board. However, if s/he is the potential transgressor you should raise your concern with the Chair of Governors but if s/he is a potential transgressor you should contact the Principal. Reports may be made directly to the External Auditors, Feltons (Bham) Limited, EFA, DfE, Health & Safety Executive or Information Commissioner or other relevant body. Not every concern raised will be treated as a confidential disclosure under this Code. Some concerns will be investigated and dealt with under alternative policies and procedures e.g. disciplinary matters will be dealt with under the disciplinary procedure.

- 8.2 You may wish to contact your trade union for advice and guidance.

- 8.3 Concerns may be raised verbally or in writing. Employees who wish to make a written report are invited to use the following format:

- The background and history of the concern (giving relevant dates).
- The reason why you are particularly concerned about the situation.

You should also, as far as possible, provide evidence to support your concern.

- 8.4 The earlier you express the concern the easier it is to take action.

- 8.5 Although you are not expected to prove beyond doubt the truth of an allegation, you must act in good faith and you will need to demonstrate to the person contacted that there are reasonable grounds for your concern.

- 8.6 Advice and guidance on how matters of concern may be pursued can be obtained from either the Principal, the Chair of Governors of the relevant Academy or your trade union.

- 8.7 If you feel unable or do not wish to discuss your concerns with the Principal or the Academy Governing Board, you can contact a charity called "Public Concern at Work" which can provide free confidential advice on how an issue should be dealt with. Their telephone number is 0207 404 6609.

8.8 You may wish to consider discussing your concern with a colleague first and you may find it easier to raise the matter if there are two (or more) of you who have had the same experience or concerns.

8.9 You can be accompanied by your trade union, professional association representative or a friend during any meetings or interviews in connection with the concerns you have raised.

## **9. HOW WILL THE GOVERNING BOARD RESPOND**

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9.1 If you have informed the Principal or Governing Board of your concern, the Governing Board will look into it to assess initially what action should be taken. This may involve an internal inquiry or a more formal investigation. You will be told who will be handling the matter, how you can contact him/her and whether your further assistance may be needed.

9.2 While the purpose of this Code is to enable the Academy's Governing Board to investigate possible malpractice and take appropriate steps to deal with it, the Academy's Governing Board will give you as much feedback as it properly can.

9.3 Concerns or allegations which fall within the scope of specific procedures (for example grievance) will normally be referred for consideration under that relevant procedure. Some concerns may be resolved by agreed action without the need for investigation. If urgent action is required, this will be taken before any investigation is conducted.

9.4 Where appropriate, the matters raised may:

- be investigated by the Academy Governing Board, the Principal, Internal/External Audit, the EFA or through the disciplinary process;
- be referred to the police;
- be referred to the External Auditor;
- form the subject of an independent inquiry.

9.5 Usually within 10 working days of a concern being raised, the person looking into the concern will write to the person raising the concern:

- acknowledging that the concern has been received and provide a summary of your concerns ;
- indicating how the matter will be dealt with and how you will be kept informed;
- giving an estimate of how long it will take to provide a full response;
- saying whether any initial enquiries have been made;
- supplying information on support available to you; and
- saying whether further investigations will take place and if not, why not.

- 9.6 Where any meeting is arranged, off-site if you so wish, you can be accompanied by a union or professional association representative or a friend.
- 9.7 The Academy's Governing Board will take steps to minimise any difficulties that you may experience as a result of raising a concern. For instance, if you are required to give evidence in criminal or disciplinary proceedings the Academy will arrange for you to receive advice about the procedure.
- 9.8 The Academy's Governing Board will accept that you need to be assured that the matter has been properly addressed. Thus, subject to legal constraints and duties of confidentiality, you will be informed of the broad outcome of any investigation.
- 9.9 At the end of the investigation process a questionnaire will be forwarded to you to ask for feedback on the process and your role in the same. You are asked to complete the same in order to enable future revisions of the code to be carried out effectively.
- 9.10 If you are still not satisfied as to how your concern has been dealt with, you should refer to section 11.

## **10. THE RESPONSIBLE OFFICER**

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- 10.1 The EFA officer maintains a record of concerns raised and the outcomes. The record is maintained in a form, which does not endanger the confidentiality of the person raising the concern or indeed that of any person against whom action is taken as a result of the concern being raised or relevant regulators.
- 10.2 The EFA will maintain an Academy's Whistleblowing Register containing all concerns and outcomes that are brought to his/her attention. All Principals and/or officer(s) allocated to look into the concern arising from or related to a Academy must ensure that the EFA is provided with sufficient details of the concern and outcomes, which is maintained.
- 10.3 As soon as a complaint is received by the Principal/Governing Board, advice will be sought from the Academy's Human Resources provider. The Governing Board will ensure it has sufficient internal arrangements to address the requirements of this Code, including appropriate support for the Principal in implementing the Code and ensure that Human Resources are sufficiently trained to support Academies in implementing this Code and offer training to Principals.

## **11. HOW THE MATTER CAN BE TAKEN FURTHER**

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- 11.1 This Code is intended to provide you with an avenue within the Academy to raise concerns. The Academy Governing Board hopes you will be satisfied with any action



taken. If you are not, and if you feel it is right to take the matter outside the Academy, the following are possible contact points:

- The designated independent organisation (Public Concern at Work on 020 7404 6609);
- The external auditor;
- Your trade union;
- Your local Citizens Advice Bureau;
- Relevant professional bodies or regulatory organisations;
- A relevant voluntary organisation;
- The Police and/or Health and Safety Exec
- Ofsted

11.2 Employees who are concerned about wrongdoing or failures can make disclosures to a person or body, which has been prescribed by the Secretary of State for the purpose of receiving disclosures about the matters concerned. An employee making such a disclosure should ensure that he or she:

- makes the disclosure in good faith;
- reasonably believes that the information, and any allegation it contains, are substantially true; and
- reasonably believes that the matter falls within the description of matters for which the person or body has been prescribed (for example, breaches of health and safety regulations can be brought to the attention of the Health and Safety Executive or appropriate local authority, or environmental dangers can be notified to the Environment Agency). Again Public Concern at Work will be able to assist with details of the prescribed organisations and provide appropriate advice.

11.3 An employee who makes a disclosure about a relevant failure which is exceptionally serious will be protected if the employee:

- makes the disclosure in good faith;
- reasonably believes that the information disclosed, and any allegation contained in it, are substantially true; and
- does not act for personal gain.

It must be reasonable for the employee to make the disclosure in view of all the circumstances, having regard in particular to the identity of the person to whom the disclosure is made.

Before making disclosures externally the employee must reasonably believe that the information shows one or more of the following matters is either happening now, took place in the past, or is likely to happen in the future:

- “■ a criminal offence;
- the breach of a legal obligation;
- a miscarriage of justice;
- a danger to the health or safety of any individual;
- damage to the environment;
- deliberate covering up of information tending to show any of the above five matters.”

11.4 If you do take the matter outside of the Academy's Governing Board you should ensure that you do not disclose confidential information. You should seek independent advice.