



Embrace
Learning for Life

Whistleblowing Policy

Embrace Multi Academy Trust strives to maintain and improve good provision and outcomes at each of its member academies. Based upon our shared values and ethos, we aim to support the learning and development of every person within the trust and our policies are written from this perspective.

Signature: Date:

Printed Name: Position:

Date of Review	September 2019
Next Review	Autumn Term 2021
Approval By	Board of Trustees
Review Frequency	Two Yearly

This policy applies to all employees of Embrace Multi Academy Trust, including headteachers/principals, teachers and all support staff regardless of whether they are permanent, fixed term, casual, agency or volunteers.

For the purposes of this policy, headteachers/principals will be referred to as headteacher and schools will be referred to as academies.

Scope

Embrace Multi Academy Trust and its constituent academies are committed to the highest standards of openness, honesty and accountability. It is very important that all employees feel they are able to talk about any concerns they may have and where they have reasonable cause to believe there has been a detrimental effect on education provided to pupils and the working environment for staff.

This policy encourages and enables employees to raise promptly (disclose) any serious concerns they may have about the activities of employees, governors, or external organisations in relation to their dealings with the trust or its academies, without worrying about doing so.

This policy:

- enables employees to raise any concerns they may have and to receive feedback about the outcome of any resulting investigation. It is important to note that the employee will not receive information regarding the detail of the investigation nor any actions taken
- allows employees to understand how and where to escalate their concerns, if following the completion of any internal processes, their concerns remain
- protects employees from reprisals or victimisation for 'whistleblowing' made in good faith.

Purpose

Where an employee has a concern, it may be about something that is either already happening, has taken place, or is likely to happen in the future and is:

- a criminal offence or is potentially unlawful
- a miscarriage of justice
- regarding the application of the trust's or academy's policies or operating procedures
- an act of fraud or corruption
- likely to cause damage or harm to a member of the public, the trust, a trust academy, employees or the pupils
- an act creating a risk to health and safety
- an act causing damage to the environment
- is a breach of any other legal obligation

Or

- is a deliberate attempt by an individual or group of people to conceal any of the above.

Where a complaint is made in good faith and falls into one (or more) of the above categories, the employee will be afforded protection under the Public Interest Disclosure Act 1998 from any repercussions on their present position or future career.

A full list of disclosures qualifying for protection can be found in the Public Interest Disclosure Act 1998.

Confidentiality

The identity of employees who raise concerns will be protected as far as practicable. However, the investigation may, out of necessity, reveal the source of the information and statements made by the employee(s) who raised the issue may comprise part of any formal process, for example if a formal process/hearing is required.

Employees are encouraged to put their name to any allegations made. Concerns expressed anonymously will be considered at the discretion of the trust or academy, taking into account:

- the seriousness of the issues raised
- the credibility of the concern
- the likelihood of the allegation being substantiated
- whether it is considered that the allegations are untrue/false.

If an allegation is made in good faith, but is not upheld following a thorough investigation, no action will be taken against the employee who raised the concern. However, employees who make malicious or vexatious allegations may be subject to disciplinary action.

Raising a concern

Who can raise a concern?

Any individual who currently works for or who has previously worked for the trust or one of its academies may raise a complaint. In addition, a complaint may also be raised by an individual who works for an organisation that provides a service to the trust or its academies such as agency workers, volunteers and governors, who can raise a complaint under the policy.

How to raise a concern?

Concerns can be raised orally or in writing as specified below. It is important that the employee provides as much detail as possible (including specific names, dates and places where known).

Who to raise your complaint with:

Employees should normally raise concerns with their line manager in the first instance. However, this will depend on the nature of the concern, the seriousness and sensitivity of the issue, and who is allegedly involved.

Employees who feel unable to approach their line manager may contact the headteacher. Where the concerns being raised relate to the headteacher, employees may contact a member of the governing board. Where concerns being raised relate to a member of the central shared services team, employees may contact the trust leader. Where the concerns being raised relate to the trust leader, employees may contact a member of the board of trustees. Trade Union members may wish to contact their union representative for assistance or advice on raising an issue.

Where an employee is concerned that the governing board is acting or proposing to act unreasonably or has failed to discharge its duties, this can be raised with the trust leader. Where an employee is concerned that the board of trustees is acting or proposing to act unreasonably or has failed to discharge its duties, this can be raised with the secretary of state for education.

Alternatively where concerns are of a serious nature and criminal activity is suspected, employees have the right to raise issues directly with the police or other relevant agencies as they see fit.

Employees who raise an issue in good faith under this policy are protected by the Public Interest Disclosure Act 1998 from any repercussions on their present position or future career. The Act does not

protect anyone who is acting maliciously, making false allegations or who is seeking personal gain. The trust does not tolerate any form of harassment or victimisation against an individual raising a concern.

Response

The action taken will depend on the nature of the concern. For example, the matter may:

- be investigated internally
- be investigated by a third party (such as HR)
- be referred to the academy external auditor
- be referred to the police
- form the subject of an independent inquiry.

To protect individuals, the academy and the trust, initial enquiries will be made to determine whether an investigation is appropriate and what form it should take. Allegations which fall within the scope of specific procedures (eg child protection or unlawful discrimination issues) will normally be dealt with under those procedures.

Some concerns may be resolved by agreed action without the need for investigation.

The person with whom the issue was raised will write to the employee (within 10 working days of receiving the complaint) to:

- acknowledge that the concern has been raised
- indicate how it is proposed to deal with the matter
- advise whether further investigations will take place and, if not, why not,
- confirm, where possible, an estimate of how long it will take to provide a final response.

If necessary, further information will be sought from the employee regarding the concern. The employee will have the right to be accompanied at any meetings by a Trade Union representative or work colleague.

Outcome of Investigation

If an investigation is warranted, the employee will be informed about the outcome of any investigation, but not the detail of the investigation or any action taken against another employee (eg disciplinary action).

The employee who raised the concern has no right of appeal against the outcome of the investigation, however, if the employee is not satisfied with the outcome of the investigation and wishes to take the matter outside the academy, they may contact:

- for safeguarding issues only, Leicestershire County Council's Allegations Manager (LADO) (tel: 0116 3057597)
- their local councillor (for employees who live in the area of the trust academy concerned)
- relevant professional bodies or regulatory organisations (Department for Education, ESFA, Ofsted, HM Revenue and Customs)
- the police
- the whistleblowing charity: Public Concern at Work (tel: 020 7404 6609)
- the Audit Commission (tel: 0845 052 2646)

When taking the matter outside of the trust or academy, the employee must ensure that they do not disclose any confidential information about the trust, academy or its employees and pupils, which is not relevant to the issue.

Responsible Officer

The chair of governors at each academy has overall responsibility for the maintenance and operation of this policy for concerns raised regarding its academy. The chair of governors, must maintain a record of concerns raised and their outcomes and will report, as necessary, to the governing board.

The chair of trustees has overall responsibility for the maintenance and operation of this policy for concerns raised regarding the trust. The chair of trustees, must maintain a record of concerns raised and their outcomes and will report, as necessary, to the trust board.