

**Learning in Harmony Trust**  
**WHISTLEBLOWING POLICY**

**Revised Autumn 2014**

**1. Aims**

1.1 The Fair Funding Regulations 2002 require a procedure to be followed by all persons working at an academy, including teachers, support workers, agency workers or governors who wish to complain about financial management or financial probity at the academy, and how such complaints should be dealt with.

1.2 This Learning in Harmony Trust (the Trust) is committed to the highest possible standards of openness, probity and accountability and aims to comply with the requirements of the Public Interest Disclosure Act, 1998 (amended 2003).

1.3 This Whistleblowing Policy is intended to encourage and enable those covered by the policy to raise serious concerns at an early stage, in the right way and to do so without fear of recrimination, victimisation, discrimination or disadvantage.

**2. Scope**

2.1 The Act provides protection for workers who disclose information which might otherwise be regarded as confidential, if the disclosure falls into one of the categories outlined below:

- a) A criminal offence has been, is being or is about to be committed.
- b) The employer has failed, is failing, or is about to fail to comply with his legal obligations.
- c) A miscarriage of justice has happened, is happening, or is likely to happen.
- d) An individual's health and safety has been, is likely to be, or is being jeopardised.

e) The environment is, has been, or is likely to be, damaged

f) Information falling into any of the above categories has been, is being or is likely to be deliberately concealed.

2.2 By adopting this policy the Trust is reassuring the workforce that they can safely raise concerns about malpractice internally. This will enable the individual academy to investigate and deal with such concerns raised and continue to foster a responsible and accountable culture in the organisation.

2.3 Staff, governors and directors are expected to notify the academy of any reasonable and genuine concerns they have about an abuse of the Trust's stated standards, malpractice, theft, fraud, financial abuse, criminal offences, breach of legal obligations, dereliction of the Trust's health and safety responsibilities, damage to the environment, other unethical conduct or the cover up of any of these.

2.4 It is recognised that some cases raised under the Whistleblowing Policy will proceed on a confidential basis. Every effort will be made not to reveal the identity of the individual who raises a concern without their prior consent.

2.5 The policy is not designed to replace the Grievance, Disciplinary or Child Protection Procedures. Concerns or allegations that fall within the scope of specific procedures will normally be referred for consideration under those procedures.

2.6 The policy is only about employees and governors, and it is not a replacement for the Trust's complaints procedures and other statutory reporting procedures that may apply. The Whistleblowing Policy is primarily to protect the interests of others or of the organisation.

2.7 It is accepted that there may be occasions when a concern turns out to be unfounded but was raised in good faith. The academy will not take action against the individual in these circumstances. If, an allegation was unfounded and it was clear that it had been raised frivolously, maliciously or for personal gain, then that individual may face disciplinary action.

2.8 The trust is committed to treating claims of impropriety seriously irrespective of who the alleged perpetrators are. In all cases the academy will seek the most appropriate

sanction against individuals that it considers guilty of malpractice. This includes dismissing employees, taking civil legal action and, in conjunction with the law enforcement agencies, instituting criminal proceedings.

2.9 The aim of the Whistleblowing Policy is to enable employees to raise their concerns in-house and to be assured that action will be taken quickly and effectively. It should not be necessary, in most cases, to take concerns outside the academy and especially to the media. Staff have a duty of confidentiality towards the academy. It is a serious matter to disclose confidential information.

### **3. How the academy will handle concerns raised**

#### **Step One – how to raise a concern**

3.1 There are a number of agreed contacts for employees to raise concerns with under the Whistleblowing Policy. This enables the employee to choose the person to whom they wish to make the disclosure.

3.2 Employees who have a concern about any wrongdoing should normally raise their concerns with their line manager. If however you feel unable to raise the matter with your line manager, for good reason, you may raise the concern with your Executive Head Teacher or another senior member of school staff. If you feel unable to raise your concern with any member of the school management you may raise it with a senior officer at Newham Partnership Working (NPW) i.e. Head of Schools HR

3.3 Concerns may be raised orally or in writing. Make it clear if you want to raise the matter in confidence. The person with whom you raised the concern may have a preliminary meeting with you to discuss the most appropriate route. You may bring a friend/union representative to any meeting that is arranged in connection with the concern you have raised as long as the friend/union representative is not involved in the matter and that the friend agrees to maintain confidentiality.

3.4 If you are raising concerns as a governor you should speak to the chair of governors. If you feel unable to raise the matter with them for good reason, you should contact NPW i.e. Head of Schools HR with your complaint.

3.5 You are not expected to prove beyond doubt the truth of an allegation. However, you will need to demonstrate to the person contacted that there are reasonable grounds for your concern.

3.6 The Trust hopes that this policy gives you the reassurance you would need to raise concerns internally. However, it recognises that there may be circumstances where progressing through the internal route has failed and you can only properly report your concern to external bodies who have responsibilities to monitor the Trust's compliance to its own standards and legal obligations. In most cases the most appropriate body would be the Trust's external auditors:-

Wilkins Kennedy Ltd, Greytown House, 221-227 High Street, Orpington, Kent, BR6 0NZ

**Tel: 01689 82 75 05**

## **Step Two – What happens once a concern has been raised?**

3.7 This appointed person, while maintaining the confidentiality of the complainant, will ensure that any individual who is the subject of the allegation is given details of the allegations in order to respond.

3.8 Once you have raised your concern, the person receiving the whistleblowing allegation will be responsible for ensuring that it is investigated properly. The nature of the investigation will depend upon the concern raised.

3.9 The person receiving your whistleblowing concern is responsible for ensuring you receive feedback on progress, subject to any issues of confidentiality that may be necessary to guarantee a successful conclusion. It may not be possible to inform you of the precise action undertaken where this would infringe a duty of confidence owed by the Trust/Academy to another party.

## **4. Safeguards**

4.1 The Trust recognises that the decision to report a concern can be a difficult one to make. The Trust/School will take appropriate action to safeguard you from retribution or victimisation as a result of raising a genuine concern.

4.2 All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. However in some circumstances you may be needed to come forward as witness.

4.3 You are encouraged to put your name to your concern wherever possible. Concerns expressed where the complainant wishes to remain anonymous are much less powerful but the Trust/Academy will consider anonymous concerns on a case by case basis.

## **5. Independent Advice and Helpline**

5.1 If you are unsure whether to use the Trust's Whistleblowing Policy, or you want independent advice at any stage, you may contact the independent charity called Public Concern at Work. This organisation seeks to ensure that concerns about serious malpractice are properly raised and addressed in the workplace. The staff will give you free expert and confidential advice about how to raise a concern about serious malpractice at work using a Whistleblowing Policy. The contact number is:  
**Public Concern at Work on 0207 404 6609**

5.2 The Trade Unions encourage their members to contact them for advice before they take action in accordance with the policy.

5.3 The act of seeking confidential advice under 5.1 and 5.2 is solely a matter between the parties concerned and could not itself be grounds for disciplinary action.

## **6. Responsible Bodies and Monitoring Arrangements**

6.1 The Trust Board has overall responsibility for the policy

6.2 The Head Teacher/Principal is responsible for the operation of the policy within each school and the overall maintenance of a record of concerns raised in accordance with this policy and the outcomes.

6.3 All staff will be advised of this policy and where to access it.

6.4 Local Governing Bodies within the trust will be consulted about any significant changes to this policy.

6.5 This policy was devised in consultation with the Trade Unions and will be reviewed similarly.