



Policy Approved:	22 September 2021
Next Review:	September 2023
Effective Date:	22 September 2021

Introduction and Purpose of Policy

Whistleblowing is the reporting, by those working for or on behalf of the Unity Schools Trust (“the Trust”), of suspected wrongdoing on the part of employees, management or the Board of Trustees. Such wrongdoing might include fraud, malpractice, breach of health and safety law or some other illegal act.

The Trust is committed to achieving the highest possible standards of honesty, openness and accountability and relies on its employees to help maintain these standards. In pursuit of these aims, the Trust encourages all individuals to raise concerns which they may have about the conduct or practices of others. This policy sets out how such concerns will be dealt with. It applies to all employees regardless of length of service, volunteers and governors/trustees. Other individuals performing work on behalf of the Trust, such as agency workers and contractors, are also encouraged to use it.

This policy aims to give members of staff and others working on behalf of the Trust the confidence to raise serious concerns using the routes provided, and to reassure staff of the protection they are afforded when they have made a disclosure in good faith. It will be fairly and consistently applied in accordance with the Trust’s commitment to equal opportunities.

This policy is for disclosures about matters other than a breach of the employee’s own contract of employment. Such concerns should be raised under the Trust’s grievance policy. If an individual has any genuine concerns relating to suspected wrongdoing or danger affecting any of the Trust’s activities, or of any schools within the Trust, they should report it under this policy.

This policy is non contractual.

Legislation

The Public Interest Disclosure Act 1998 (by way of amendment to the Employment Rights Act 1996) is designed to provide protection to workers who raise genuine concerns about specified matters. These are known as “qualifying disclosures”. The specified matters are:

- i. Conduct which is a criminal offence;
- ii. Breach of any other legal obligation;
- iii. Disclosures related to miscarriages of justice;
- iv. Health and safety risks, including risks to the public or pupils as well as other staff;
- v. Damage to the environment; or
- vi. Deliberate concealment of any of the above.

A worker who makes a qualifying disclosure has the right not to be dismissed, subjected to any other detriment or victimised because they have made the disclosure. The Trust will take a zero tolerance approach to any act of harassment or victimisation resulting from a member of staff raising a concern in good faith. A member of staff making an allegation within the scope of this policy will be supported by the Trust when raising a concern, providing that they:

- i. Believe the concern to be true
- ii. Are not acting maliciously or making false allegations
- iii. Are not seeking any personal gain.

Raising a Concern

As a first step, a member of staff should normally raise concerns with their immediate line manager, the Head of School or the Designated Safeguarding Lead (DSL) where this is appropriate to the nature of the concern. If the allegations involve the Head of School, the member of staff should raise the matter with the Chief Executive Officer. If the allegations involve the Chief Executive Officer, the member of staff should raise the matter with the Chair of Trustees.

Concerns may be raised verbally or in writing, but the earlier the concern is expressed the easier it is to take any required action. Where a concern is raised verbally, the person hearing it must ensure that a written statement of it is made to assist with any subsequent investigation. Trust management will take all concerns raised within the scope of this policy seriously and identify the appropriate level of investigation, taking external advice as necessary. The concerns raised will be treated in confidence, whilst recognising that the individual raising the concerns may need to come forward as a witness at a later date.

The whistleblower may invite a recognised trade union representative or a work colleague to be present during any meetings or interviews held in connection with the concerns raised.

If a worker requests that their identity be protected, it will not be disclosed unless the Trust is required to do so in law. Whilst the Trust will not refuse to consider anonymous reports, those making them must be aware that it is considerably more difficult to investigate matters properly in such circumstances or to resolve the concern satisfactorily.

While the Trust encourages members of staff to raise their concerns internally, the Trust also recognises that some staff may feel unable to do this and that they may therefore wish to contact an independent, external organisation (see section 6).

The Trust have designated the following individuals to whom staff can report concerns:

Mr Michael del Río, Chief Executive Officer – mdelrio@unityschoolstrust.co.uk
Mr Chris Howorth, Chair of Trustees – choworth@unityschoolstrust.co.uk

Investigating Concerns

Preliminary enquiries will be made into the concerns raised to establish whether a formal investigation is required. Immediate action may be taken – prior to an investigation being conducted – if there are concerns for the safety or welfare of students or others.

If a formal investigation is not to be undertaken, the reasons why will be explained to the individual as soon as possible. If an investigation is undertaken, this will normally be conducted by an appropriate senior individual with no previous involvement with the concerns raised. In certain cases, this may involve governors, trustees and/or an external independent investigator. The investigation will be conducted, where appropriate, in accordance with the Trust's other relevant internal procedures which could involve the suspension of staff on full pay whilst the investigation is being carried out. Investigations involving child protection issues will not commence until external advice has been sought from the local authority designated officer.

Written records will be taken throughout the investigation and the employee will be kept informed of the likely timescale and progress of the investigation. A copy of these records will be provided to the individual. The investigator will be responsible, where possible within 28 days, for reporting formally to the Head of School and/or Trust on the outcome of the investigation. The Head of School and/or Trust will be responsible for taking any necessary action, which may include reporting the matter to the local authority, appropriate government department, regulatory agency or the police, and/or taking action under internal procedures (e.g. disciplinary or bullying and harassment). On conclusion of the investigation, the worker will be informed of the outcome and the proposed action to be taken, whilst respecting the confidentiality of individuals and any legal constraints.

Malicious or Vexatious Complaints

If a member of staff makes an allegation in good faith but it is not confirmed by the investigation, no action will be taken against them. If, however, an allegation is made frivolously, maliciously or for personal gain, disciplinary action is likely to be taken in accordance with the Trust's disciplinary procedure.

Contacting External Organisations

The Trust encourages all staff to make use of the internal procedure before considering referring concerns outside the Trust. If the member of staff feels that it is right to take the matter outside the Trust, contact can be made with a recognised trade union, local Citizens Advice Bureau, relevant voluntary or independent organisation or legal advisor. The Public Interest Disclosure Act also sets out a number of bodies to which protected disclosures can be made, including HM Revenue and Customs, the Health and Safety Executive and the Serious Fraud Office. Employees should be aware that going directly to the press may limit their protection under the Public Interest Disclosure Act and they could therefore be subject to disciplinary action as a result. An employee considering such a course of action is strongly advised to seek prior advice from their trade union or an independent organisation such as Public Concern at Work.

Monitoring and Reporting

The Chair of Trustees is the Responsible Officer for the Trust and has overall responsibility for overseeing the operation of this policy and for ensuring that appropriate records are maintained of genuine concerns raised and the outcomes. The Chair will report as necessary to the Trust and to other outside agencies.

Protection and Support for Whistleblowers

An employee must not suffer any detrimental treatment as a result of raising a concern in the public interest. Should an individual feel they have suffered as a result of raising a concern, and the matter is not remedied, they should follow guidance within the Trust Grievance Policy.

Other staff must not victimise a whistleblower in any way. Any suspected victimisation will be dealt with in line with the Trust's Disciplinary Policy.

Useful Contacts

Heads of School, Chief Executive Officer, Chair of Trustees	Contact via the local school office or the Trust office based at The Magna Carta School
Unity Schools Trust's external auditors	James Cowper Kreston 8 th Floor, Reading Bridge House, George Street, Reading, RG1 8LS (0800 030 5182)
Public Concern at Work (Independent whistleblowing charity)	Helpline: 0207 404 6609 Email: whistle@pcar.co.uk Website: www.pcar.co.uk