

Whistleblowing Policy

(Policy for Confidential Reporting of Concerns)

Date Approved: June 2024

Date of Next Review: June 2026

Control Sheet

Version number	1.0
Original date approved	November 2020
Current date approved	September 2024
Approved by	NLT Board
Date of next review	June 2026
Status	Approved
Policy owner	Chief Operating Officer
Policy location	Policies / Corporate Governance Policies
Target group	Staff, Trustees, governors
Trust Board link role	

Document History:			
Version	Date of review	Author	Note of Revisions
1.0	1.6.24	Director of HR	Policy Revised

1 Purpose

The purpose of this policy is to promote and protect responsible whistleblowing where staff, contractors, suppliers or volunteers have concerns about malpractice in the school.

2 Roles and responsibilities

- **Staff, Contractors, Suppliers and Volunteers:** The policy applies to all employees and those contractors working for the school on school premises, for example, agency staff, builders and drivers. This will also include volunteers or governors within schools.
- **Chief Executive, Executive Principal, Principals and School Leaders:** Trust and school leadership are responsible for ensuring all staff, contractors, suppliers and volunteers are aware of the Policy and how to report concerns and for investigating and responding to concerns raised.
- **Trust and Governing body:** Trustees and members of the local governing bodies may also be involved in investigating and responding to concerns depending on the nature of the matter involved.
- **Trade unions:** The recognised trade unions within this Trust are ASCL, ATL, NAHT, NASUWT and NEU for teaching staff and GMB and UNISON for support staff. All trade union officials, regardless of whether the union is recognised, may represent their members individually.
- **External agencies:** A range of external agencies can provide advice and support to individuals with a concern. In specific circumstances individuals can use external agencies to raise concerns outside the internal arrangements set out in this policy.

3 Policy statement

This policy reflects the Trust's commitment to safeguarding children and young people, good practice, valuing staff and seeking continuous improvement in service delivery.

Employees are often the first to realise that there may be something wrong in their place of employment. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or to the school. They may also fear harassment or victimisation. In these circumstances, it may be easier to ignore the concern rather than to report what may just be a suspicion of malpractice.

The Trust are committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees and others that we deal with who have concerns about any aspect of the school's work to come

forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis.

This policy document makes it clear that you can do so without fear of victimisation, subsequent discrimination or disadvantage. The policy is intended to encourage and enable employees to raise concerns within the Trust rather than overlooking a problem or “blowing the whistle” outside.

4 Aims of this policy

This policy aims to:

- make you feel confident to raise concerns and to question and act upon concerns about practice;
- give you avenues to raise your concerns and receive feedback on any action taken;
- guarantees that you receive a response to your concerns and ensures that you are aware of the process to follow if you are not satisfied;
- reassure you that you will be protected from possible reprisals or victimisation.

There are existing procedures in place if you have a grievance relating to your own employment or consider that you are being harassed (due to your race, sex, disability, sexual orientation, gender reassignment, marriage/civil partnership, religion or belief, pregnancy or maternity, or age) or if you are concerned about health and safety risks, including risks to the public as well as to other employees. Indeed, you are under a legal obligation to report to your supervisor or manager any work situation which you consider to represent:

- a danger to the health and safety of yourself, fellow employees or members of the public; or
- a shortcoming in the school’s arrangements for health and safety.

If you are reluctant to raise such health and safety concerns with your supervisor or manager or with the Trust estates and premises staff, or if you have raised them and are concerned about the response, then arrangements exist for you to raise the health and safety concerns with the Local Authority (Newcastle City Council) Health and Safety Section based in the Corporate Services Division and/or with a health and safety or trade union representative.

This policy is intended to cover concerns that fall outside the scope of other procedures or where it is considered that the relevant policy or procedure has not been followed, e.g.:

- practices which fail to safeguard children or young people including the sexual or physical abuse of service users;
- conduct which is an offence or a breach of law;
- disclosures related to miscarriages of justice;

- health and safety risks, including risks to the public as well as other employees;
- damage to the environment;
- the unauthorised use of public funds;
- fraud and corruption;
- any attempt to prevent disclosure of any of the above; or
- other conduct which gives you cause for concern.

Therefore, any serious concerns that you have about any aspect of service provision or the conduct of staff or members of the school or others acting on behalf of the Trust can be reported under this policy. This may be about something that:

- makes you feel uncomfortable in terms of known standards, your experience or the standards you believe the Trust subscribes to; or
- is against the Trust's Standing Orders and policies; or
- falls below established standards of practice as outlined in Trust Policies; or
- amounts to improper conduct.

This policy supplements and does not replace the Trust complaints procedure, the grievance procedure and other procedures established to deal with aspects of harassment and with health and safety concerns.

5 Safeguards for complainants

5.1 Harassment or victimisation

The Trust are committed to good practice and high standards and aim to be supportive of its staff.

The Trust recognise that the decision to report a concern can be a difficult one to make. However, uncovering malpractice will be doing a service to the School. You will be doing your duty to your employer and those for whom you are providing a service.

The Trust will fulfil their responsibilities to ensure that you are not harassed, victimised or otherwise disadvantaged when you raise a concern. Any employee engages in any form of victimisation or harassment against you because of raising a concern may be subject to disciplinary action. Any Trustee or member of the local Governing Body who engages in any form of victimisation or harassment against you as a result of raising a concern may be subject to the appropriate sanction.

Allegations by an employee who is the subject of disciplinary investigations or proceedings concerning the conduct of those proceedings can only be raised through the disciplinary appeals procedures.

5.2 Confidentiality

All concerns will be treated in confidence wherever possible and every effort will be made to preserve your anonymity if you so wish.

You may need however to come forward as a witness, but if you wish to be supported by a representative of your choice then this would be available to you.

5.3 Anonymous allegations

This policy encourages you to put your name to your allegation whenever possible. Concerns expressed anonymously are much less powerful but they will be considered so far as is possible or practicable by the governing body.

5.4 Untrue allegations

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 maliciously or for personal gain, disciplinary action may be taken against you.

6 How to raise a concern

Your first step is to identify, from the table below (second column), who you should forward your concern to. You can identify who this is based on who your concern relates to (first column of the table).

Individual Your Concern Relates To	Individual To Submit Concern To
School based staff (other than Principal)	Principal or Executive Principal
Principal	Executive Principal or Chief Executive Officer
Executive Principal/Chief Operating Officer	Chief Executive Officer or Chair of Trust
Chief Executive Officer	Chair of Trustees
Central Team	Chief Executive Officer or Chief Operating Officer
Governors	Chair of Local Governing Body
Chair of Local Governing Body	Chair of Trust
Trustee	Chair of Board
Chair of Board	Member (excluding Chair)
Member	Education and Skills Funding Agency/Department for Education

Concerns may be raised verbally or in writing. The earlier you express the concern, the easier it will be to take action.

You can invite your trade union or professional association representative or a fellow worker to be present during any meetings or interviews in connection with the concerns you have raised.

Concerns can be raised through your trade union or professional association who will advise and support you as appropriate.

7 How your concern will be dealt with

The individual responsible for handling your concern (second column of table above) will respond to your concerns, and it will be necessary to investigate your concerns but this is not the same as either accepting or rejecting them.

Within 3 working days of a concern being raised, you will be sent a written acknowledgement of the concern which has been raised.

Within 10 working days you will receive a further response:

- indicating how it is proposed to deal with the matter;
- giving an estimate of how long it will take to provide a final response;
- telling you whether any enquiries have been made;
- supplying you with information on staff support mechanisms.

Where appropriate, matters raised may:

- be investigated by the Trust, school, Governing Body or through the disciplinary process;
- where appropriate the Trust may look to engage a third party to conduct the investigation;
- be referred to the police or other statutory agencies;
- be referred to the external auditor.

In order to protect individuals and those about whom concerns are raised, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. Concerns or allegations which fall within the scope of specific procedures (for example, child protection or discrimination issues) will normally be referred for consideration under those procedures.

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.

The amount of contact between you and the individual considering the issues will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, the investigating officers will seek further information from you.

Where any meeting is arranged, and this can be off-site if you so wish, you can be accompanied by a trade union or professional association representative or a fellow Trust employee.

The Trust will take steps to minimise any difficulties which you may experience as a result of realising a concern. For instance, if you are required to give evidence in criminal or disciplinary proceedings the school will arrange for you to receive advice about the procedure.

The Trust accepts that you need to be assured that the matter has been properly addressed. Thus, subject to legal constraints, you will be informed of the outcome of any investigation.

8 Contact Details

Chair of Northern Leaders Trust – Thérèse Quincey

(governors@northernleaderstrust.org)

Chief Executive Officer – Lee Kirtley (lee.kirtley@northernleaderstrust.org)

Chair of Governors Kenton School – Kevin McDermid

(governors@northernleaderstrust.org)

Chair of Governors Studio West – Helen Elderkin

(governors@northernleaderstrust.org)

Principal of Studio West – Andrew Dryden

(andrew.dryden@northernleaderstrust.org)

Principal of Kenton School – Julie Roberts (julie.roberts@northernleaderstrust.org)

Trustees and Governors can be contacted via Tracy Carson

(governors@northernleaderstrust.org), Director of Governance.

9 Further Advice/How the matter can be taken further

This policy is intended to provide you with an avenue within the school to raise concerns. However, the NSPCC also offer free advice and support to professionals about how child protection issues are being handled in their own and another organisation.

The helpline number is 0800 028 0285 or you can email help@nspcc.org.uk.

Website

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/dedicated-helplines/whistleblowing-advice-line/>

You can also get confidential, independent advice from the charity Protect (formerly Public Concern at Work) on 020 3117 2520 (this is a free, confidential helpline). Their website is www.protect-advice.org.uk.

Where concerns are raised, the Trust hope you will be satisfied with any action taken. However, if you remain dissatisfied, and you feel it is right to take the matter outside of the Trust, you may wish to take advice from your trade union, your local Citizens Advice Bureau or your legal advisor on the options that are available to you.

One possibility is that you may wish to rely on your rights under the Public Interest Disclosure Act 1998. This Act gives you protection from victimisation if you make certain disclosures of information in the public interest. The provisions are quite complex and include a list of prescribed persons outside of the school who can be contacted in certain circumstances. You should seek advice on the effect of the Act from the persons referred to above.

If you do take the matter outside of the Trust, you should ensure that you do not disclose information where you owe a duty of confidentiality to persons other than the school (e.g. service users) or where you would commit an offence by making disclosure.

If for any reason you do not wish to use the internal arrangements set out above, or require additional support and advice, a list of external agencies is given below. This is not exhaustive.

A fuller list is available in the Public Interest Disclosure (Prescribed Persons) (Amendment) Order 2003 at [Whistleblowing and the Public Interest Disclosure Act 1998 \(c.23\) \(accessible version\)](http://www.gov.uk/government/uploads/system/uploads/attachment_data/file/28122/whistleblowing_and_the_public_interest_disclosure_act_1998_c23_accessible_version.pdf) - GOV.UK (www.gov.uk)

NSPCC	0808 028 0285	Email: help@nspcc.org.uk
Health and Safety Executive	0300 003 1647	www.hse.gov.uk
Information Commissioner	0303 123 1113	www.ico.org.uk
The Pensions Regulator	0345 600 7060	www.thepensionsegregator.gov.uk email report@tpr.gov.uk
Protect	020 3117 2520	www.protect-advice.org.uk

Advice about your rights is also available from:
Citizens Advice Bureau: 0800 144 8848