

# WHISTLEBLOWING POLICY AND PROCEDURE

## Introduction

Aspire North East Multi Academy Trust



Whistleblowers who are concerned about possible reprisals if their identity is revealed should come forward to one of the contacts listed above and appropriate measures can then be taken to preserve confidentiality.

If you are in any doubt, you can seek advice from Protect, the independent whistleblowing charity, who offer a confidential helpline. Their contact details are:

Protect	Helpline:	0203 117 2520
(Independent whistleblowing charity)	E-mail:	<a href="mailto:whistle@protect-advice.org.uk">whistle@protect-advice.org.uk</a>
	Website:	<a href="http://www.pcaw.org.uk">www.pcaw.org.uk</a>

### Raising a Whistleblowing Concern

We hope that in many cases, you will be able to raise any concerns with your Line Manager and/or Head of Department, speaking to them in person or putting the matter in writing if you prefer. Together, you may be able to agree a way of resolving the concern quickly and effectively.

Where your concern is regarding potential poor or unsafe practice or potential failures in our safeguarding regime, you should raise this initially with the Headteacher or a member of the senior leadership team.

However, where the matter is more serious, or the Line Manager1 (n)@teparenta1 (s)ent

appointed persons). The investigator(s) may make recommendations for change to enable us to minimise the risk of future wrongdoing.

We will aim to keep you informed of the progress of the investigation and its likely timescale. It will endeavour to complete its investigation within a reasonable timeframe. However, sometimes the need for confidentiality may prevent us from giving specific details of the investigation or any disciplinary action or other action taken as a result. You are required to treat any information about the investigation as strictly confidential.

If we conclude that a whistleblower has made false allegations maliciously or with a view to personal gain, the whistleblower may (where they are an employee) be subject to disciplinary action under our Disciplinary Policy and Procedure.

### **If you are not Satisfied**

Whilst we cannot always guarantee the outcome you are seeking, we will try to deal with the concern fairly, professionally and in an appropriate way. If you are not happy with the way in which your concern has been handled, you can raise it with one of the other key contacts outlined above.

### **External Disclosures**

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. We would expect that in almost all cases, raising the concern internally would be the most appropriate course of action and you should not find it necessary to alert anyone externally.

However, if for whatever reason, you feel you cannot raise your concern internally and you reasonably believe the information and any allegations are substantially true, the law recognises that in some circumstances it may be appropriate for you to report your concern to another prescribed person, such as a regulator

