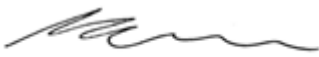




Whistleblowing Policy

This policy is effective in all academies within the
Learning without Limits Academy Trust

Associated Polic

Ratification and Adoption of Policy by the Trust			
Signed	Name	Role	Date
	Miranda Cannon	Chair of the Trust Board	31 st August 2021

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4. Who is responsible for carrying out this policy?

- 4.1. The Trust Board has overall responsibility for this policy, and for reviewing the effectiveness of actions taken in response to concerns raised under this policy.
- 4.2. The implementation of this policy will be monitored by the Local Governing Body of each academy however, the LGB has delegated day-to-day responsibility for its operation to the Principal.

5. Legislation and statutory guidance

- 5.1. The requirement to have clear whistleblowing procedures in place is set out in the [Academy Trust Handbook](#). This policy has been written in line with the above document, as well as government guidance on whistleblowing and [Keeping Children Safe in Education 2019](#). The [Public Interest Disclosure Act 1998](#) has also been taken into account.

5.2. This policy complies with our funding agreement and in an ()-11.31-1.39)10.6 (w)-5.4 (li)8.9 f(12ff T)mtd (9

reporting such concerns, i.e. via the Principal or the Designated Safeguarding Lead, although

9. Confidentiality

- 9.1. It is hoped that employees will feel able to voice whistleblowing concerns openly under this policy. However, if an employee wants to raise their concern confidentially, every effort will be made to keep their identity secret. If it is necessary for anyone investigating the concern to know the whistleblower's identity, this will be discussed with the whistleblower.
- 9.2. Making disclosures anonymously is not encouraged. Proper investigation may be more difficult, or impossible, if further information cannot be obtained from the employee. It is also more difficult to establish whether any allegations are credible.
- 9.3.

- objective assessment
 - treating all individuals potentially involved equitable and fairly
 - based on the principles of natural justice.
- 10.1.2. If it becomes apparent the concern is not of a whistleblowing nature, the recipient should handle the concern in line with the appropriate policy/procedure.
- 10.1.3. Reiterate, at this meeting, that the employee is protected from any unfair treatment or risk of dismissal as a result of raising the concern. If the concern is found to be malicious or vexatious, disciplinary action may be taken (see section 12 of this policy).
- 10.1.4. Establish whether there is sufficient cause for concern to warrant further investigation. If there is:
- The recipient should then arrange a further investigation into the matter, involving the Principal, Chair of Governors, CEO, COO or Chair of the Trustee Board if appropriate. In some cases, they may need to bring in an external, independent body to investigate. In others cases, they may need to report the matter to the LADO and/or the police
 - The person who raised the concern should be informed of how the matter is being investigated and an estimated timeframe for when they will be informed of the next steps.

10.2. Outcome of the investigation

- 10.2.1. Once the investigation – whether this was just the initial investigation of the concern, or whether further investigation was needed – is complete, the investigating person(s) will prepare a report detailing the findings and confirming whether or not any wrongdoing has occurred. The report will include any recommendations and details on how the matter can be rectified and whether or not a referral is required to an external organisation, such as the local authority or police.
- 10.2.2. They will inform the employee who raised the concern of the outcome of the investigation, though certain details may need to be restricted due to confidentiality.
- 10.2.3. Beyond the immediate actions, the Principal, Chair of Governors, CEO, COO, trustees, and other staff if necessary, will review the relevant policies and procedures to prevent future occur (in)2.3 (g)a9 (r776 -1.304 4)8.9 (e)-51.30 (o)-9.6eal i memtonhoan.

- 11.3. Here is a [list of the prescribed persons and bodies](#) to whom staff can raise concerns. There is also a brief description about the matters staff can report to each prescribed person. The NSPCC Whistleblowing Helpline 0800 0280285 is also available.
- 11.4. The Protect advice line, referred to in section 6.5 of this policy, can also help staff when deciding whether to raise the concern to an external party.

12. Malicious or vexatious allegations

- 12.1. Employees are encouraged to raise concerns when they believe there to potentially be an issue. If an allegation is made in good faith, but the investigation finds no wrongdoing, there will be no disciplinary action against the member of staff who raised the concern.

13. Review of this Policy

- 13.1. The LwLAT Trust Board has overall responsibility for the adoption, review and amendments of these procedures. The Trust Board will review them every three years, or earlier if necessary.