

## **Whistleblowing**

**If you have any concerns, these must be reported directly to the Headteacher. If the concerns relate to the Headteacher, these must be reported to the Chair of Governors.**

- 14.0 You're a whistleblower if you're a worker and you report certain types of wrongdoing. This will usually be something you've seen at work - though not always. The wrongdoing you disclose must be in the public interest. This means it must affect others, e.g. the general public.

As a whistleblower you're protected by law - you shouldn't be treated unfairly or lose your job because you 'blow the whistle'. You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

- 14.1 You're protected by law if you report any of the following:

- a criminal offence, e.g. fraud, child abuse, theft
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the Academy is breaking the law, e.g. doesn't have the right insurance
- you believe someone is covering up wrongdoing

- 14.2 You can raise any of these concerns with the Headteacher at any time and if the concern is about the Headteacher this can be raised with the Chair of Governors whose contact details can be obtained from the Academy Business Manager.

- 14.3 If you wish you can also raise the concerns with the Advisory, Conciliation and Arbitration Service (Acas), the whistleblowing charity Public Concern at Work or your trade union for more guidance. Further advice can be found at <https://www.gov.uk/whistleblowing/who-to-tell-what-to-expect>