

Whistleblowing Policy

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office@tssmat.staffs.sch.uk or 01543 472245

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Owner:		CEO		
Date	Version	Reason for change	Overview of changes made	Source
29.09.20	0.1	Scheduled Review by Internal Lead	Update name/logo. P Lovern	Existing TSSMAT policy
05.10.20	0.2	Scheduled Review by Board Lead	No changes	
16.10.20	1.0	Scheduled Review	Ratified by Board	
12.09.23	1.1	Scheduled Review - Internal Lead	No changes. CEO	
19.09.23	1.2	Scheduled Review - Board Lead	No changes. M Havelock Crozier	
29.09.23	2.0	Scheduled Review - Board	Ratified	
25.03.26	2.1	Change in legislation	Sexual harassment is now considered as a 'qualifying disclosure' under whistleblowing. J Bowman	DfE
14.04.26	2.2	Board Lead Review	No changes, M.Havelock-Crozier	
08.06.26	3.0	Board Review	Ratified	



The Staffordshire Schools Multi Academy Trust is committed to operating with honesty and integrity. We expect all colleagues to operate on this basis and to adhere to the Trusts' policies, procedures and code of conduct. Fraud, misconduct or wrongdoing will not be tolerated.

The aim of this policy is to encourage colleagues to report suspected wrongdoing internally rather than externally as a first resort. Any concerns raised under this policy will be treated seriously and dealt with confidentially.

Any colleague raising a concern under this policy will not be treated less favourably for raising concerns as outlined in this procedure. This means that any colleague who raises a concern under this policy will not be subjected to a detriment nor will they be dismissed for doing so.

Any reference to 'the Trust' refers to The Staffordshire Schools Multi Academy Trust. This policy applies to employees of The Staffordshire Schools Multi Academy Trust, referred to in this policy as colleagues including agency workers, trainees or anyone working on a casual basis.

The policy and procedure applies to all colleagues, regardless of length of service, but does not form part of the contract of employment and can be varied from time to time.

What is whistleblowing?

Whistleblowing is when a worker reports suspected wrongdoing at work. For example:

- A criminal offence; and/or
- A miscarriage of justice; and/or
- Damage to the environment; and/or
- Breach of a legal obligation; and/or
- A danger to health and safety; and/or
- sexual harassment (unwanted conduct of a sexual nature); or
- A deliberate concealment of any of the above

A colleague can report things that are not right, are illegal or if anyone at work is neglecting their duties, including:

- Someone's health and safety is in danger
- Damage to the environment
- A criminal offence
- The company isn't obeying the law (like not having the right insurance)
- Covering up wrongdoing
- Breaching policy

A colleague who has a reasonable belief that a wrongdoing has or may be committed and raises a genuine concern relating to any of the above, is a whistleblower and is protected under this policy.

The Trust will, at its discretion, consider disclosures that are made anonymously, although such disclosures are inevitably much less powerful. The Trust will also treat every disclosure in confidence, and only reveal the identity of the person making it if absolutely necessary (e.g. if required in connection with legal action).

Rights of the Whistleblower

All colleagues are encouraged to use this policy to raise genuine concerns and will not be treated less favourably for doing so, even if they are mistaken in their belief.

Any colleague who raises a concern under this policy will not be subjected to a detriment nor will they be dismissed for doing so. Any colleague who believes that they have been subjected to a detriment for raising a complaint should raise the matter with the CEO.

Victimisation of a whistleblower by any other colleague for raising a concern under this policy will in itself constitute a disciplinary offence.

Where the Trust believes that a colleague has knowingly made a false allegation or acted maliciously, the colleague will be subject to disciplinary action, which may include dismissal for gross misconduct.

This policy does not deal with any complaints relating to a colleague's own treatment at work or own contract of employment. Those matters should be raised under the Grievance procedure or the Bullying and Harassment procedure, as appropriate.

An exception to this will be when the matter of concern arises from the colleague's own treatment at work that is arising from the whistleblowing matter they have raised previously.

Making a Whistleblowing Complaint

To make a whistleblowing complaint the whistleblower has to meet certain conditions.

If the disclosure is made to the Trust, it must be in the public interest and the person making the complaint ("the whistleblower") has a reasonable suspicion that the alleged malpractice has occurred, is occurring or is likely to occur.

If the disclosure is made to a regulatory body then as well as satisfying the conditions required for disclosure to the Trust, the whistleblower must also honestly and

reasonably believe that the information they provide and any allegations contained in it are substantially true.

For example, a colleague will be eligible for protection if:

- They honestly think what they're reporting is true
- They think they're telling the right person
- They believe that their disclosure is in the public interest

If the disclosure is made to other external bodies then as well as satisfying the conditions required for the Trust, in all circumstances of the case it must be reasonable for them to make the complaint. Further the whistleblower must:

- Reasonably believe that they would be victimised if they raised the matter internally or to a regulatory body or,
- Reasonably believe that evidence is likely to be concealed or destroyed or,
- Have already raised the concern with the Trust and/or relevant regulatory body and,
- Reasonably believe that the information they provide and any allegations contained therein are substantially true.

If the disclosure is made to other external bodies and is of an "exceptionally serious" nature – which in a local government setting could include, say, the alleged abuse of children or vulnerable adults in an authority's care or corruption then the whistleblower will not be required to:

- Have raised the matter concerned internally first
- Believe that they will be subject to a detriment for raising the disclosure internally
- Believe that the evidence is likely to be concealed or destroyed

A colleague who wants to raise a wrongdoing should in the first instance inform any one of the Headteachers, details of whom can be found on the final page of this document.

The initial contact can be by telephone or in writing and, if the latter, should be in a sealed envelope addressed to the officer concerned and marked: 'PIDA – Strictly Private and Confidential'. E-mail cannot be guaranteed as a secure medium and it is not recommended as a channel for reporting issues related to this policy.

The Headteacher who has received a disclosure will:

- Acknowledge its receipt, in writing, within 5 working days;
- Seek further information if required, which may include a personal interview, at which the colleague (whistleblower) can be accompanied by a representative of their trade union or professional association, or by a fellow employee
- When the precise nature of the alleged wrongdoing is established, refer the disclosure to the CEO

- In liaison with the CEO keep the individual informed regarding the progress and in all cases (subject to legal constraints) provide details of the outcome of any investigation

On receipt of a disclosure from a Headteacher, the CEO will determine what further action, if any, is needed, which may comprise:

- Internal investigation
- Report to the Police
- Report to external audit
- Independent enquiry
- Any combination of the above

The CEO will also ensure that the Headteacher is advised of progress and outcome.

If the complaint is about the Headteacher, it will be considered by the Chief Executive Officer.

If the complaint is about the Chief Executive Officer it will be considered by the Chair of the MAT Directors Board (“the Chair”).

If the complaint is about the Chair of the MAT Directors Board it will be considered by the Chair of the MAT Members Board (“the Member”).

If the colleague does not reasonably believe that appropriate action has been taken in relation to their concern, then they may raise it externally to the prescribed regulator or our external auditors. The charity, Public Concern at Work, can advise the colleague about raising the concern externally. This will include advising who the appropriate prescribed regulator is. The website for Public Concern at Work is <http://www.pcaaw.co.uk/>

Headteacher Contact Details

Emma Bowring

Tel No: 01543 472245

Address: The Richard Crosse Church of England Primary School, Crawley Lane, Kings Bromley, Burton upon Trent, Staffordshire, DE13 7JE

Jon Wynn

Tel No: 01889 224506

Address: The St. Mary’s Church of England Primary School, Bellamour Way, Colton, Rugeley, Staffordshire, WS15 3LN



Address: The Howard Primary School, The Square, Elford, Tamworth, Staffordshire,
B79 9DB

Tel No: 01827 383292

Nicola Jarrett

Tel No: 01889 881200

Address: Anson Church of England Primary School, Main Road, Great Haywood,
Stafford, ST18 0GS

CEO Contact Details

Charlene Gethin

Tel No: 01543 472 245

Address: The Staffordshire Schools Multi Academy Trust, Crawley Lane, Kings
Bromley, Burton on Trent, DE13 7JE. Mark all correspondence "Addressee Only -
Private & Confidential"

Chair of Directors Details

Peter Halifax / Mel Havelock-Crozier

Email: p.halifax@tssmat.staffs.sch.uk / melaniehavelockcrozier@hotmail.co.uk

Address: The Staffordshire Schools Multi Academy Trust, Crawley Lane, Kings
Bromley, Burton on Trent, DE13 7JE. Mark all correspondence "Addressee Only -
Private & Confidential"