

Whistleblowing policy

1. Statement of Objectives

To establish a policy for Whistleblowing for Cidari Multi Academy Trust (the Trust).

The purpose of this policy is to make clear that employees can and should voice concerns without fear of victimisation, subsequent discrimination or disadvantage. It is intended that this policy will encourage and enable employees to raise serious concerns within the Trust and the individual academy rather than overlooking a problem or 'whistleblowing' outside the organisation.

This policy applies to all employees within the Trust whether on a permanent or fixed term contract. It also applies to contractors working for the academy or Trust on academy premises, agency workers, supply teachers and builders.

This policy is designed to enable employees of the Trust to raise concerns internally and at a high level and to disclose information which the individual believes shows malpractice or impropriety. This policy is intended to cover concerns which are in the public interest and may at least initially be investigated separately but might then lead to the invocation of other procedures e.g. disciplinary.

There is a legal requirement for this plan to be publicised on the academy's website. This document will also be stored in the Trust's Policy File for employees and stakeholders.

2. Compliance with Regulatory Standards, Legal Obligations and Definitions

This policy operates within the context of regulatory legal frameworks as follows:

3. Corporate Fit

This policy is consistent (where relevant) with the Trust's current policies,
specifically: Business Plan;

As policies are formulated it will be the responsibility of the Executive to ensure any necessary updates to this policy are made in a timely manner.

When undertaking the scheduled review the Executive will ensure the policy remains complimentary with the above and any relevant iteration thereof including any new policies that are implemented from time to time between scheduled reviews.


4. Policy Detail

Employees could be first to realise that there may be something seriously wrong within an individual academy or the Trust. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or to the academy. They may also fear harassment or victimisation. In these circumstances the employee may feel it is easier to ignore the concerns rather than report what may just be a suspicion of malpractice.

The Trust is committed to the highest possible standards of openness, probity and accountability. In line with that commitment it is expected those employees, and others that deal with the Trust, who have serious concerns about any aspect of the Trust's work to voice those concerns. It is recognised that most cases this will have to proceed on a confidential basis.

The policy aims to encourage employees to feel confident about raising serious concerns and to question and act upon concerns about practice and to provide avenues for employees to raise those concerns and receive feedback on any action taken. The policy also aims to reassure employees that they will be protected from possible reprisals or victimisation if they have a reasonable belief and have made any disclosure in good faith.

A Grievance policy exists to enable an employee to lodge a grievance relating to his/her own employment. The Whistleblowing Policy is intended to cover major concerns that fall outside the scope of other procedures. This may include:

- Conduct which is an offence or breach of law
 - Disclosure related to miscarriages of justice
 - Failure to comply with a legal obligation or Statutes
 - Serious health and safety risks, including risks to the public as well as other employees or pupils
 - Serious damage to the environment
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- The unauthorised use of public funds
- Sexual or physical abuse of pupils
- Improper conduct or unethical behaviour
- Fraud
- Corruption
- Dishonesty
- Criminal activity
- Financial irregularity or malpractice
- Bribery
- Attempts to conceal any of the above

Any serious concerns that an employee may have about any aspect of conduct by employees of the academy or others acting on behalf of the academy may be reported under this policy. This policy does not replace the Trust or the academy's complaint procedure.

Safeguards

This policy is designed to offer protection to those employees of the Trust who disclose such concerns provided the disclosure is made:

