

Three Counties Academy Trust



Whistleblowing Policy and Procedure

#HR25

Last amended 5th July 2026 (v1.0)

Policy lifespan: As determined by Hoople HR. Subject to annual compliance check. Next full review 30th June 2028.

Statement of intent

Three Counties Academy Trust (TCAT) is committed to the highest standards of openness, probity, and accountability. In line with these values, the Trust recognises that employees, volunteers, and contractors have an important role to play in reporting genuine concerns about malpractice, misconduct, or risks to safety and integrity within our schools. As such, TCAT fully supports and adopts the Whistleblowing Policy and Procedure to ensure that individuals feel confident in raising concerns without fear of victimisation or reprisal.

This policy forms a vital part of TCAT's wider commitment to safeguarding and governance. It is essential that any issues concerning the welfare of pupils, safeguarding, financial irregularity, health and safety risks, criminal activity, or breaches of statutory obligations can be raised and addressed promptly and fairly. The policy provides a clear, confidential, and structured process through which these concerns can be reported and investigated.

TCAT is especially mindful of its duties under the Public Interest Disclosure Act 1998 and the Academy Trust Handbook, which require the implementation of a robust whistleblowing procedure. By adopting Hoople's Whistleblowing Policy and Procedure for all Categories of School (HR025), TCAT ensures that all employees understand their rights and responsibilities in speaking up and are aware of the protections in place should they do so.

Our intention is to create and maintain a culture of transparency, integrity, and accountability in which wrongdoing is not tolerated, and staff feel empowered to contribute to maintaining high standards. Concerns raised under this policy will be taken seriously, handled confidentially, and investigated objectively.

TCAT acknowledges that any failure to provide a safe route for whistleblowing may compromise the wellbeing of staff and students, damage public confidence, or risk legal liability. Therefore, through regular training, clear communication, and ongoing review, we will embed this policy as a core element of our safeguarding and ethical compliance framework.

To that effect, we subscribe to and use the Whistleblowing Policy and Procedure for all categories of school (HR025) as set out by our HR partners Hoople and used across the county of Herefordshire. The latest version of this policy will be the version used if and when need arises.

The latest (HR025) Whistleblowing Policy and Procedure for all categories of school can be obtained from the TCAT and school websites or from the Headteacher/Head of School and is the full and unabridged version as ratified by Hoople and adopted by the TCAT Trust Board. Furthermore, and in the interests of accessibility, should a staff member wish to access the policy without going through the aforementioned routes, to protect anonymity, staff members can request a copy of the policy direct from Hoople by contacting them on (01432) 383003.

Please note, where Hoople can at times have not ratified a new version of a policy before their planned review date, we will always use the latest version available, even where that may fall outside date scope until Hoople have approved a replacement.