



Whistleblowing

Responsible for policy	Board of Directors
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Date Equality & Diversity Impact Assessment completed	Jun 2016

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Introduction

Whistleblowing Policy

Preamble

1. Employees are often the first to realise that there may be something seriously wrong within The Romero Catholic Academy. However, they may not express their concerns because they feel that speaking up would be disloyal to their colleagues or to the Romero Catholic Academy. They may also fear harassment or victimisation. In these circumstances it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.
2. The Romero Catholic Academy is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees, and others that we deal with, who have serious concerns about any aspect of the Romero Catholic Academy's work to come forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis.
3. This policy document makes it clear that you can do so without fear of victimisation, subsequent discrimination or disadvantage. This Whistleblowing policy is intended to encourage and enable employees to raise serious concerns within the Romero Catholic Academy rather than overlooking a problem or 'blowing the whistle' outside.
4. This policy applies to all employees and those contractors working for the Romero Catholic Academy on Academy premises, for example, agency staff, builders, and drivers. It also covers suppliers and those providing services under a contract with the Romero Catholic Academy in their own premises.
5. These procedures are in addition to the Romero Catholic Academy's complaints procedures.
6. This policy has been discussed with the relevant trade unions and professional organisations and has their support.

Aims and Scope of this Policy

7. This policy aims to:-

- a) Encourage you to feel confident in raising serious concerns and to question and act upon concerns about practice.
- b) Provide avenues for you to raise those concerns and receive feedback on any action taken.
- c) Ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- d) Reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made any disclosure in good faith.

8. There are existing procedures in place to enable you to lodge a grievance relating to your own employment. The Whistleblowing Policy is intended to cover major concerns that fall outside the scope of other procedures. These include:-

- a) Conduct which is an offence or a breach of law.
- b) Disclosures related to miscarriage of justice.
- c) Health and safety risks, including risks to the public as well as other employees.
- d) Damage to the environment.
- e) The unauthorised use of public funds.
- f) Possible fraud and corruption.
- g) Sexual or physical abuse of clients.
- h) Other unethical conduct.

9. Thus, any serious concerns that you have about any aspect of service provision or the conduct of employees, Directors or Academy Representatives of the Romero Catholic Academy or others acting on behalf of the Romero Catholic Academy can be reported under this Policy. This may be about something that:-

- a) Makes you feel uncomfortable in terms of known standards, your experience or the standards you believe the Romero Catholic Academy subscribes to.
- b) Is against the Romero Catholic Academy's Procedures, Rules or Policies.

c) Falls below established standards of practice.

d) Amounts to improper conduct.

10. This policy does not replace the Romero Catholic Academy's complaints procedure.

Safeguards

Harassment or Victimisation

11. The Romero Catholic Academy is committed to good practice and high standards and wants to be supportive of employees.

12. The Romero Catholic Academy recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear because you will be doing your duty to your employer and those for whom you are providing a service.

13. The Romero Catholic Academy will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith.

14. Any investigation into allegations of potential malpractice will not influence or be influenced by any disciplinary or redundancy procedures that already affect you.

Confidentiality

15. All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

Anonymous Allegations

16. This policy encourages you to put your name to your allegation whenever possible.

17. Concerns expressed anonymously are much less powerful but will be considered at the discretion of the Romero Catholic Academy.

18. In exercising this discretion the factors to be taken into account would include:-

a) The seriousness of the issues raised.

b) The credibility of the concern.

c) The likelihood of confirming the allegation from attributable sources.

Untrue Allegations

19. If you make an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against you. If, however, you make an allegation frivolously, maliciously or for personal gain, disciplinary action may be taken against you.

How to Raise a Concern

20. As a first step, you should normally raise concerns with your immediate manager or their superior. This depends, however, on the seriousness and sensitivity of the issues involved and who is suspected of the malpractice. For example, if you believe that the Principal is involved, you should approach the Chair of Academy Committee.

21. Concerns may be raised verbally or in writing. Employees who wish to make a written report are invited to use the following format:-

a) The background and history of the concern (giving relevant dates); and

b) The reason why you are particularly concerned about the situation.

22. The earlier you express the concern the easier it is to take action.

23. Although you are not expected to prove beyond doubt the truth of an allegation, you will need to demonstrate to the person contacted that there are reasonable grounds for your concern.

24. Advice/guidance on how to pursue matters of concern may be obtained from:-

Head of HR

Chair of Directors

25. You may invite your trade union, professional association representative or a friend to be present during any meetings or interviews in connection with the concerns you have raised.

How the Romero Catholic Academy will respond

27. The Romero Catholic Academy will respond to your concerns. Do not forget that testing out your concerns is not the same as either accepting or rejecting them.

28. Where appropriate, the matters raised may:-

a) Be investigated by management through the disciplinary process.

Or

b) Be referred to the Police.

29. In order to protect individuals and those accused of misdeeds or possible malpractice, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take. The overriding principle which the Romero Catholic Academy will have in mind is the public interest. Concerns or allegations which fall within the scope of specific procedures (for example, child protection or discrimination issues) will normally be referred for consideration under those procedures.

30. Some concerns may be resolved by agreed action without the need for investigation. If urgent action is required this will be taken before any investigation is conducted.

31. Within ten working days of a concern being raised, the person with whom you raised the concern will write to you:-

- a) Acknowledging that the concern has been received;
- b) Indicating how we propose to deal with the matter;
- c) Giving an estimate of how long it will take to provide a final response;
- d) Telling you whether any initial enquiries have been made;
- e) Supplying you with information on staff support mechanisms; and
- f) Telling you whether further investigations will take place and if not, why not.

32. The amount of contact between the Officers considering the issues and you will depend on the nature of the matters raised, the potential difficulties involved and the clarity of the information provided. If necessary, the Romero Catholic Academy will seek further information from you.

33. Where any meeting is arranged, off-site if you so wish, you can be accompanied by a Union or professional association representative or a friend.

34. The Romero Catholic Academy will take steps to minimise any difficulties which you may experience as a result of raising a concern. For instance, if you are required to give evidence in criminal or disciplinary proceedings the Romero Catholic Academy will arrange for you to receive advice about the procedure.

35. The Romero Catholic Academy accepts that you need to be assured that the matter has been properly addressed. Thus, subject to legal constraints, we will inform you of the outcome of any investigation.

Head of HR

36. The Head of HR has overall responsibility for the maintenance and operation of this policy and maintains a record of concerns raised and the outcomes (but in a form which does not endanger your confidentiality) and will report as necessary to the Finance, Resource and Premises Committee, Strategy, People and Organisational Development Committee and the Board of Directors.

How the Matter Can Be Taken Further

37. This policy is intended to provide you with an avenue within the Romero Catholic Academy to raise concerns. The Romero Catholic Academy hopes you will be satisfied with any action taken. If you are not, and if you feel it is right to take the matter outside the Romero Catholic Academy, the following are possible contact points :-

Information and advice can be obtained for the charity Public Concern at Work.

This charity offers free legal advice in certain circumstances to people concerned about serious malpractice at work. Their literature states that matters are handled in strict confidence and without obligation.

Contact details for the charity are as follows:-

Public Concern at Work
Suite 306
16 Baldwins Gardens
London
EC1N 7RJ
Telephone number 0207 404 6609 www.pcaw.co.uk or

- a) Your Trade Union;
- b) Your local Citizen Advice Bureau;
- c) Relevant professional bodies or regulatory organisations;
- d) A relevant voluntary organisation;
- e) The Police.

If you do take the matter outside the Romero Catholic Academy, you should ensure that you do not disclose confidential information.

Should you have any doubt please contact the Head of HR

Initial Equality Impact Assessment Screening

Name of Policy	Whistleblowing Policy
Date of Assessment	June 2016
Author of Equality Impact Assessment	Dal Youssef
Aims and objectives of Policy/ Service: to clarify expectations of staff with regards to records retention and ensure compliance	

Potential Impact On (briefly state why):

Race	Yes	<input type="checkbox"/>	No	X
Disability Groups	Yes	<input type="checkbox"/>	No	X
Sex	Yes	<input type="checkbox"/>	No	X
Gender reassignment	Yes	<input type="checkbox"/>	No	X
Age	Yes	<input type="checkbox"/>	No	X
Sexual orientation	Yes	<input type="checkbox"/>	No	X
Religious and belief	Yes	<input type="checkbox"/>	No	X
Marriage and civil Partnerships	Yes	<input type="checkbox"/>	No	X
Pregnancy and maternity	Yes	<input type="checkbox"/>	No	X

Are there any adverse/negative effects of this policy/service that could contribute to inequality?

Yes No X

Is there any impact of positive promotion of equality of opportunity?

Yes **X** No

Potential to create clarity for all parties, regardless of personal characteristics. The policy also aims to prevent some forms of discrimination and harassment via social media.

If you have identified potential negative impacts of this policy/service on any of the groups identified then you should carry out a full equality impact assessment. Ref Full Impact Assessment Form.

If your policy/service is not in conflict with any aspect of your equality responsibilities, there is no need to conduct and Full Impact Assessment.

Full impact assessment to be completed Yes No **X**