



Whistleblowing Policy

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If you believe the Academy is involved in any form of wrongdoing such as:

- Committing a criminal offence
- Failing to comply with a legal obligation
- Endangering the health and safety of an individual
- Environmental damage
- Theft or misuse of Academy property or assets
- The unauthorised use of public funds
- Possible fraud or corruption
- Serious departure from professional standards
- Sexual or physical abuse of children, colleagues or another person linked to the Academy
- Neglect or emotional abuse of children in the Academy
- Serious breach of Academy and other relevant regulations, or
- Concealing any information relating to the above

You should in the first instance report your concerns to the Principal who will treat the matter with complete confidentiality. If you are not satisfied with the explanation or reason given to you, you should raise the matter with the appropriate organisation or body, e.g. the Police, the Environment Agency, Health and Safety Executive, or Social Services Department.

If you cannot report your concerns to the Principal or Vice Principal you may take them directly to the Chair of Governors (particularly if your Whistleblowing involves the Principal) or appropriate organisation or body.

The Public Interest Disclosure Act 1998 prevents you from suffering a detriment or having your contract terminated for 'whistle-blowing' and we take very seriously any concerns which you may raise under this legislation.

We encourage you to use the procedure if you are concerned about any wrong-doing at work. However, if the procedure has not been invoked in good faith (e.g. for malicious reasons or in pursuit of a personal grudge), then disciplinary action may be taken against you, up to and including dismissal.

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