

RISE



A CofE Academy Trust

WHISTLE-BLOWING POLICY

Approved by Board of Directors: February 2020

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RISE WHISTLE-BLOWING POLICY

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Rise Multi Academy Trust (Rise MAT) is committed to conducting business with honesty and integrity and we expect all staff, contractors and other stakeholders to act within the law and to maintain high standards of ethical and professional behaviour. Any suspected wrongdoing should be reported as soon as possible.

This policy covers all employees, consultants, contractors, volunteers, trustees, casual workers and agency workers, but does not form part of our employee's contracts of employment and may be amended from time to time.

WHISTLEBLOWING

Whistleblowing is the reporting of suspected wrongdoing or dangers in relation to our activities. This includes bribery, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

HOW TO RAISE A CONCERN

We hope that in most cases you will be able to raise any concerns with your Head Teacher. However, where you prefer not to raise it with your Head Teacher for any reason, you should contact the Trust's CEO.

We will arrange a meeting with you as soon as possible to discuss your concern(s). You may bring a fellow employee or a trade union representative to any meetings under this policy. Your companion must respect the confidentiality of your disclosure and any subsequent investigation.

Where a formal investigation is required, complaints will be investigated in accordance with the Rise Investigation Procedure.

CONFIDENTIALITY

We hope that staff will feel able to voice whistleblowing concerns openly under this policy. Completely anonymous disclosures are difficult to investigate. If you want to raise your concern confidentially, we will make every effort to keep your identity secret and only reveal it where necessary to those involved in investigating your concern.

EXTERNAL DISCLOSURES

The aim of this policy is to provide an internal mechanism for reporting, investigating and remedying any wrongdoing in the workplace. In most cases you should not find it necessary to alert anyone externally.

The law recognises that in some circumstances, it may be appropriate for you to report your concerns to an external body such as a regulator, or other body. It would be highly unlikely that you should feel it necessary to alert the media to any concerns. We strongly encourage you to seek advice before reporting a concern to anyone external. Protect (an independent whistle blowing charity) operates a confidential helpline. Their contact details are at the end of this policy.

PROTECTION AND SUPPORT FOR WHISTLE-BLOWERS

We aim to encourage openness and will support whistle-blowers who raise genuine concerns under this policy, even if they turn out to be mistaken.

Whistle-blowers must not suffer any detrimental treatment as a result of raising a genuine concern. If you believe that you have suffered any such treatment, you should inform your Executive Head Teacher immediately. If the matter is not remedied, you should raise it formally using the Rise Grievance Procedure.

You must not threaten or retaliate against whistle-blowers in any way. If you are involved in such conduct you may be subject to disciplinary action. In some cases the whistle-blower could have a right to sue you personally for compensation in an Employment Tribunal.

However, if we conclude that a whistle-blower has made false allegations maliciously, or with a view to personal gain, the whistle-blower may be subject to disciplinary action.

This policy links with the following Rise policies:

- Code of Conduct
- Anti-fraud & Corruption Policy
- Disciplinary & Grievance policies & procedures
- Investigation Procedure

Protect (Independent whistleblowing charity)	Helpline: (020) 7404 6609 https://protect-advice.org.uk/ https://www.gov.uk/whistleblowing
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