







Contents .....	3
1. Introduction.....	4
2. Principles .....	4
3. Procedures.....	4
4. Accountability.....	6
5. Policy Status.....	6



- 1.1. A whistleblowing policy is about the ways in which concerns about malpractice may properly be raised within The David Ross Education Trust (the Trust). There is a balance to be struck between the right of the individual member of staff to speak freely on a range of matters and the right of the Trust to protect itself against false and malicious accusations.
- 1.2. Whistleblowing inside the workplace is the reporting of wrongdoing such as fraud, malpractice, mismanagement, abuse of child protection procedures, breach of health and safety law or any other illegal or unethical act on the part of any other employee.
  
- 2.1. The Trust seeks to create an ethical, open culture which is supportive of its ethos. Any employee may be approached to assist in drawing attention to irregularities or other concerns. The Trust will support and not discriminate against concerned employees provided a claim is made in good faith.
- 2.2. The duty of fidelity is implied by the law in every contract of employment and prohibits employees from publicly disclosing employers' confidential information, unless it is in the public interest that information is disclosed or unless the Trust fails to properly consider or deal with the issue. The malicious raising of unfounded allegations will be recognised as a disciplinary offence.
- 2.3. The Public Interest Disclosure Act is designed to protect whistle blowers from detriment and unfair dismissal. The people protected by the Act include workers, employees, third party contractor staff, agency workers and work experience providers.
- 2.4. Students may also have information which should be raised in the public interest and there will be proper procedures in place for them to air their concerns; e.g. the students' complaints procedure.
- 2.5. It is the responsibility of all individuals in the Trust to familiarise themselves with this policy and comply with its provisions.
  
- 3.1. All parties will agree that the issue raised will be kept confidential while the procedure is being used.
- 3.2. The Representor (the person raising the concern) should:
  - Raise their concern with their line manager. This may be done verbally or in writing. The Representor has the right to have the matter treated confidentially.
  - If the line manager believes the concern to be genuine and that it is appropriate to use the Whistleblowing procedure, the manager should contact the Principal or CEO (the Assessor).
  - Should the allegation be against the Principal or CEO, the Trust's Director of HR should be contacted to act as Assessor.
  - If the Representor feels unable to raise their concern with their line manager in the first instance, they may contact the Trust's Director of HR directly. If this occurs the Representor will be asked to justify why they feel unable to raise the concern with their line manager.
  - Alternatively, the Representor may choose to contact a Trustee directly. The appointed trustee to whom a Representor may raise a concern with is the Chair of the Risk & Audit Committee. Emails to the Chair of Risk & Audit Committee can be sent to [auditchair@dret.co.uk](mailto:auditchair@dret.co.uk).
  - In circumstances where the individual wishes a whistle-blower-









CV5 6UB

Tel: 0300 303 3346

Email: [Public.Enquiries@ofqual.gov.uk](mailto:Public.Enquiries@ofqual.gov.uk)

Online reform form: [www.ofqual.gov.uk/complaints-and-appeals/whistleblowing/](http://www.ofqual.gov.uk/complaints-and-appeals/whistleblowing/).

Secretary of State for Education about matters relating to the following educational institutions in England: Maintained schools; Maintained nursery schools; Independent schools (including academies and free schools); Non-maintained special schools; Pupil referral units; Alternative provision academies; 16-19 Academies (and free schools); Sixth form colleges; Special post-16 institutions.

Ministerial and Public Communications Division Department for Education  
Piccadilly Gate  
Store Street  
Manchester