



Kaleidoscope Learning Trust

Whistleblowing Policy

Version and Date		Author	Committee Responsible	Review frequency	Approval	Next Review Due
4.0	17.03.2022	Miss M Duval	KLT Board	Annual	Approved by Trust Board on 29.03.2023	29.03.2024

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What Is Whistleblowing?

2.0 Whistleblowing is the disclosure of information which relates to suspected wrongdoing or dangers at work. The law protects whistle-blowers from their employer subjecting them to detriment or dismissal by reason of their having “blown the whistle” where they have a genuine concern and from detrimental treatment by their colleagues. To be protected by the law, the act of whistleblowing must fall within the legal rules and the whistle-blower must reasonably believe that their disclosure of wrongdoing is made in the public interest.

Our Policy

2.1 No employee will suffer a detriment for speaking up if they believe that something is wrong.

2.2 If you have information you believe shows any of the following:

- A criminal offence was committed or is being or is likely to be committed
- A person has or is or is likely to fail to comply with a legal obligation
- A miscarriage of justice has occurred or is or is likely to occur
- The health and safety of any individual has been or is being or is likely to be endangered
- The environment has been, is being, or is likely to be damaged
- That information tending to show any matter falling within any one of the above categories has been, is being, or is likely to be deliberately concealed.

Please raise your concerns immediately with the CEO or any member of the Board of Trustees.

2.3 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.

2.4 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. It will very rarely, if ever, be appropriate to alert the media. We strongly encourage you to seek advice before reporting a concern to anyone external. Public Concern at Work holds a list of prescribed regulators for reporting certain types of concern. Their contact details are at the end of this policy. Alternatively,

the list is available from the Department for Business, Energy & Industrial Strategy¹

- 2.5 Disclosure to any other person is not generally protected except in very limited circumstances.
- 2.6 After you have raised a concern, we will decide how to respond in a responsible and appropriate manner. This will usually involve making internal enquiries but it may become necessary to carry out a full investigation which may be formal or informal depending on the nature of the concern raised. We will endeavour to complete investigations within a reasonable time.
- 2.7 We will keep you informed of progress and let you know when the investigation is completed. We will not be able to inform you of any matters which would infringe any duty of confidentiality owed to others.
- 2.8 If you use this policy to raise a concern which you reasonably believe to be in the public interest, we assure you that you will not suffer any form of retribution or detrimental treatment. 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.
- 2.9 While we cannot always guarantee the outcome you are seeking, we will try to deal with your concern fairly and in an appropriate way. By using this policy you can help us to achieve this. If you are not happy with the way in which your concern has been handled, you can raise it with one of the other key contacts as set out at the end of this policy.
- 2.10 Any employee who criticises, bullies or victimises a fellow employee by reason of their whistleblowing will be liable to disciplinary action up to and including dismissal, depending on the seriousness of the conduct.

Contacts

Whistleblowing Officer	Michelle Duval mduval@theplt.com or Madeline Jones clerk@theplt.com
CEO	Michelle Duval

¹ <https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2>

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The NSPCC whistleblowing helpline	Helpline: 0800 028 0285 E-mail: help@nspcc.org.uk