

drb Ignite Multi Academy Trust

Whistleblowing Statement

Whistleblowing Statement

The Trust is committed to achieving the highest possible standards of service and ethical standards and this *Whistleblowing Statement* supports the Trust's *Whistleblowing Policy*. Its purpose is to reassure that concerns of serious wrongdoing can be raised without fear of reprisal. To achieve this:

- the Statement and associated Policy apply to all individuals working for the Trust at all levels and grades, whether as staff members, contractors or casual and agency staff.
- the Trust considers whistleblowing to be distinct from the Trust's *Grievance Procedure* which should be used if there is a complaint relating to personal circumstances in the workplace. Concerns about wrongdoing within the Trust such as fraud, malpractice, mismanagement, breach of health and safety law or any other illegal or unethical act either on the part of management, the Trust Board or by fellow employees should be raised using the *Whistleblowing Policy and procedure*.
- this Statement and associated Policy have been introduced in line with the *Public Interest Disclosure Act (PIDA) 1998* and in line with the *GOV.UK Whistleblowing Guidance for Maintained Schools 2014* (www.gov.uk) which enable individuals to raise issues of concern in an appropriate manner.

Statement Aims

The Statement aims to:


- demonstrate the Trust's commitment to effective whistleblowing procedures
- encourage staff/individuals to feel confident in raising concerns
- affirm the Trust's commitment to fair and impartial investigative procedures
- raise awareness for staff /individuals about the importance of appropriate whistleblowing
- ensure that staff/individuals know they will receive a response to concerns and are aware they can pursue them if they are not satisfied
- ensure that staff/individuals know they will be protected from any reprisals or victimisation, provided that there is reasonable belief that the matter disclosed tends to show wrongdoing and that the disclosure has been made in an appropriate manner.

Scope

The Statement may be used by all staff/individuals within the Trust and at any Trust school to raise concerns where the wellbeing of others or the school itself is considered to be at risk.

- The term staff/individual includes all staff, contractors, agency workers, students and any person who is or was subject to a contract to undertake work or services for a school or the Trust.
- The full *Trust Whistleblowing Policy* is designed to sit alongside other Human Resources Policies and procedures e.g. Grievance Policy and Procedure and Complaints Policy.
- The full *Whistleblowing Policy* is available to all staff/individuals on school websites and can be provided in hard copy on request to the drb Ignite Office on 0121 231 7132.

Review

Monitoring and review	Trust Board Headteacherks
Links	
Staff responsible	Headteachers
Committee responsible	Audit and Risk
Reviewed	December 2021
Next review	December 2023
Sign off by Chair of Trust	 Date: December 2021

Please note that should there be any changes/further national guidance issued relevant to this policy, it will be updated accordingly prior to the review date shown above and referred to the next Trust Board meeting.

Change Management

Issue No.:	Change date:	Change description:
1.0	Sept'17	Initial release
2.0	Nov'18	Rebranded, updated and signed off for release
3.0	Nov'19	Reviewed and updated
4.0	Dec' 21	Reviewed and updated