

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

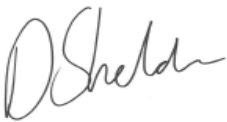
The Statement may be used by all staff/individuals within the Trust and at any Trust school to raise concerns where the wellbeing of others or the school itself is considered to be at risk.

- 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 7131.

Monitoring and Review

The Trust’s Director of HR has overall responsibility for operation of this policy. This policy will be reviewed annually by the Trust Finance Committee.

The Trust will review this Policy annually and update, modify, or amend it as it considers necessary. 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.

Monitoring and review:	CEO Director of HR
Links:	Grievance Policy Complaints Policy
Staff responsible:	Headteachers
Committee responsible:	Audit and Risk
Reviewed:	December 2023
Next review:	December 2024
Sign off by Chair of Trustees:	 Date: December 2023

Change Management

Issue No	Change date	Change description
1.0	September 2017	Initial release
2.0	November 2018	Rebranded, updated and signed off for release
3.0	November 2019	Reviewed and updated
4.0	December 2021	Reviewed and updated
5.0	December 2023	Reviewed and updated