



POLICY

Document Title	Public Interest Disclosure (Whistleblowing) Policy
Version	Version 1.3
Equality Impact Assessment Status	Complete
Approved by	Board of the Corporation
Date approved	26th September 2023
Effective date	27th September 2023
Date of next review	31 July 2025
Lead responsibility	Vice Principal – Finance and Resources

Public Interest Disclosure (Whistleblowing) Policy

1. Purpose

- 1.1. The purpose of this Policy and Procedure is not only to promote a culture of openness and accountability but also to ensure that effective arrangements are in place to deal with any legitimate concern that is raised about serious malpractice or misconduct in a manner which is fair, consistent and expeditious.
- 1.2. Public Interest Disclosure Policy is often commonly referred to as a 'Whistleblowing Policy'

2. General principles

- 2.1. The College is committed to the highest standards of integrity and accountability both in its strategic and operational management and in its corporate governance.
- 2.2. As evidence of this commitment, the Board of the Corporation has:
 - adopted a Code of Conduct for its own performance;
 - instituted an annually updated register of interests (including gifts, hospitality etc) for Board members and for those College employees with major financial responsibilities;
 - accepted the 'Seven Principles of Public Life' as proposed by the Nolan Committee;
 - adopted a Policy on Public Access to Information which informs staff and members of the public how to get access to the above documents, to Board papers and to the Board itself;
 - adopted a Fraud and Irregularity Policy.
- 2.3. Serious malpractice will not be tolerated and should be prevented or identified through the normal process of management. On occasion a situation might arise where that process is ineffective in dealing with malpractice. In such a situation, it is important that employees and other workers have the means to make a bona fide disclosure, the encouragement to do so, the knowledge that the matter will be treated as confidential, and the assurance that they will suffer no repercussions.
- 2.4. It is the responsibility of every employee to disclose any incidence of serious malpractice that comes to his or her attention – and the College acknowledges that an individual who does this, in good faith, will be protecting the reputation of the College and helping to maintain public confidence in its management and governance.
- 2.5. The College is determined to operate wholly within the legal requirements of the Public Interest Disclosure Act (PIDA) 1998. Misuse of this Policy and Procedure knowingly to make false or malicious allegations may constitute an act of gross misconduct which could lead to dismissal.

3. Concern and Disclosure

- 3.1. This Policy and Procedure applies to all College employees, workers, trainees and apprentices and to all members of the Board of the Corporation.
- 3.2. The kinds of concern or disclosure for which this Policy and Procedure should be used must relate to the following kinds of serious malpractice or misconduct:
 - criminal acts (e.g. fraud, financial irregularity, bribery, theft, corruption, blackmail);
 - acts or omissions which may create a risk to health and safety and/or the environment;
 - failures to comply with legal obligations;
 - miscarriages of justice;

- acts or omissions by the Board in the conduct of Corporation business which are illegal, reckless or beyond its powers;
- deliberate concealment of information concerning these kinds of malpractice or misconduct.

3.3. In raising a concern or making a disclosure an individual must –

- be acting in good faith;
- reasonably believe that the substance of the disclosure is true;
- be seeking no personal gain or advantage – and declare any personal interest in the matter;
- be raising a matter that is of a genuinely serious nature;
- be clear that the matter is not covered by any other College procedure;
- be sure to use this Policy and Procedure inside the College, and not raising the matter externally/publicly except as a last resort where he or she has a reasonable belief that:
 - raising the matter internally will result in personal detriment or victimisation
 - evidence will be destroyed
 - the previous raising of the matter under this Policy and Procedure has been ignored, obstructed or otherwise not acted upon.

3.4. This Policy and Procedure is **not** designed to:

- replace the Staff Grievance Procedure – which should be used where an employee feels aggrieved about an issue relating to his or her employment;
- deal with matters relating to the Safeguarding of young people or vulnerable adults, which should be addressed through the College's 'Safeguarding Young People and Vulnerable Adults Policy'.
- replace the procedures of Health and Safety Policy – which should be used for routine health and safety matters;
- require an individual making a disclosure, or having suspicions, of malpractice to have more than a reasonable belief that this is the case (i.e. he or she does not have to have proof).

4. Procedure

4.1. The College has designated the following postholders to receive concerns or disclosures of alleged malpractice of the type listed in Clause 3.1:

- the Clerk to the Corporation;
- the Vice Principal – Finance and Resources (where the Clerk is either unavailable or implicated).

4.2. An individual seeking to raise a concern or make a disclosure should do so, either orally or in writing, to the Clerk (or Vice Principal – Finance and Resources) who will convene a meeting with that individual as soon as possible in order to –

- establish the nature of the concern or disclosure by listening carefully and taking notes;
- assess whether the concern or disclosure falls within the ambit of this Policy – advising the individual of the appropriate route to follow if it does not;
- inform the individual that his or her concern or disclosure will be treated seriously, sensitively and in confidence;
- reassure the individual if he or she is anxious about his or her own career or personal safety;
- advise the individual of the likely timescales within which the matter will be dealt with.

4.3. Having established the nature of the concern or disclosure, the Clerk (or Vice Principal – Finance and Resources) will immediately:

- inform the Principal (or the Chair of the Corporation if the Principal is implicated, or a non-implicated Board member if both the Principal and the Chair are implicated);
- decide, in liaison with the Principal (or the Chair or other Board member), whether the matter

should be:

- resolved by agreed action without the need for investigation;
- investigated internally;
- referred to the Internal College Auditors;
- reported to the Police.

4.4. Within ten working days of receiving a concern or disclosure, the Clerk (or Vice Principal – Finance and Resources) will write to the individual (at his or her home address):

- acknowledging that the concern or disclosure has been received;
- indicating how the matter will be dealt with;
- giving an estimate of how long it will take to provide a final response;
- whether an investigation will take place – and if not, why not.

4.5. If the matter is to be investigated internally, the Clerk (or Vice Principal – Finance and Resources) will undertake a formal investigation into the concern or disclosure –

- the purpose of an investigation is to enable the College to establish a fair and balanced view of the facts of a concern or disclosure;
- the amount of investigation required will depend on the complexity of the concern or disclosure and will vary from case to case;
- an investigation will involve –
 - enquiring into the circumstances surrounding the concern or disclosure – reviewing any relevant documents, interviewing employees and others, and taking witness statements;
 - giving the employee an opportunity to offer an explanation;
 - taking a balanced view of the information that emerges;
 - reaching a decision whether or not there are sufficient grounds to substantiate the concern or disclosure.
- all employees must co-operate fully with an investigation – including informing the College of relevant witnesses, disclosing relevant documents and attending any investigative interviews if requested (at which an employee may be accompanied by a trade union representative or colleague);
- an investigation will be completed and an initial conclusion will be conveyed to the complainant within twenty days (except where there is an immediate danger of loss of life or serious injury, in which case the initial investigation will be completed without delay).

4.6. At the conclusion of an investigation, the Clerk (or Vice Principal – Finance and Resources) will make recommendations to the Principal (or the Chair or other Board member) for any remedial or other action, as appropriate.

4.7. Where the Clerk wishes to raise a concern or make a disclosure about the conduct of Corporation business, the actions he or she should take are set out in the Further Education Funding Council's *Guide for Clerks* and successor documents:

- 4.7.1. firstly, the Clerk must make every effort to resolve the difficulty through the avenues available within the College, ensuring that his or her concerns are properly understood and have been adequately considered by those concerned by –
- setting out the reasons for the concern in a letter to the Chair to the Corporation and the Principal;
 - informing the Chair to the Corporation's Audit Committee if the issue is relevant to that committee's terms of reference;
 - reporting his or her concerns to a meeting of the relevant committee or to the full Corporation – asking for this to be recorded in publicly available minutes;
 - informing the College's external auditors.

4.7.2. secondly, the Clerk should obtain legal advice from the College solicitor about whether the

Corporation is acting, or has acted, inappropriately or beyond its powers.

5. Appeal

- 5.1. An individual who has raised a concern or made a disclosure and who is not satisfied that his or her concern has been properly investigated, has the right to raise the matter in confidence with the Principal (or the Chair to the Corporation if the Principal is implicated, or a non-implicated Board member if both the Principal and the Chair are implicated) and to receive a written response within ten working days.
- 5.2. If the concern or disclosure is found to be unsubstantiated, the individual has the right of access to an appropriate external body –
- 5.2.1. the individual will be requested to put in writing, to the Clerk (or Vice Principal – Finance and Resources), the reasons for being unable to accept the decision;
 - 5.2.2. the College will make a written response to the individual within ten working days of his or her letter;
 - 5.2.3. if the College's written response still does not satisfy the individual, he or she may wish to exercise the right to approach appropriate external bodies (e.g. M.P, Councilor, ESFA, National Audit Office).

6. Confidentiality

- 6.1. Confidentiality is an important part of this Policy and Procedure and every individual involved in its operation, whether raising a concern, making a disclosure or involved in any investigation, is responsible for observing the high level of confidentiality that is required.
- 6.2. The College will keep a confidential record of concern, disclosures and investigations, which will include the names of the people involved, dates, the nature of the incident(s), the action taken, and any follow-up and monitoring information –
- the College will keep such records for 6 years;
 - where a concern or disclosure was unsubstantiated, this will be clearly stated in the College's record;
 - all sensitive records will be treated confidentially and in compliance with the requirements of the Data Protection Act 2018.
- 6.3. Breach of confidentiality may give rise to disciplinary action under the *Staff Dismissal Procedure* and *Staff Disciplinary Procedure*.

7. Protection of employees

- 7.1. Any employee who raises a concern or makes a disclosure under this Policy and Procedure, or who participates in any investigation under this Policy and Procedure, in good faith, will be protected from any form of intimidation or victimisation that occurs as a result of his or her involvement.
- 7.2. Any employee who considers that he or she may have been subjected to any such intimidation should seek support from the Clerk (or Vice Principal – Finance and Resources) or from the HR Department – or he or she may alternatively (or additionally) raise a complaint under the *Staff Grievance Procedure*.
- 7.3. It is a disciplinary offence, for which summary dismissal may result, to intimidate, victimise or retaliate against an employee who has, in good faith, raised a concern, made a disclosure or supported or assisted with an investigation under this Policy and Procedure.

- 7.4. Any employee who, after investigation, is found to have provided false information or to have acted in bad faith in respect of a concern, disclosure or investigation under this Policy and Procedure will be subject to disciplinary action under the *Staff Dismissal Procedure* and *Staff Disciplinary Procedure*.

8. Equality and diversity

- 8.1. An analysis of the effects on equality and diversity of this Policy and Procedure has been undertaken. This analysis indicated that there was no potential differential negative effect on the grounds of age, disability, gender reassignment, pregnancy and maternity, race (including ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, sexual orientation, marriage or civil partnership – and no potential breach of the Equality Act 2010.
- 8.2. The operation of this Procedure will be monitored by the Director of Human Resources in order to establish that no unlawful discrimination is taking place and to identify opportunities for the enhancement of equality of opportunity and fair treatment.

9. Review

- 9.1. This Procedure will be regularly reviewed by the Vice Principal – Finance and Resources to take account of the outcomes of the monitoring process, legislative changes and developments in good practice.
- 9.2. The outcome of the review will be reported to the Executive Team by the Vice Principal – Finance and Resources.

10. Document Identification

Category [select ONE only]	<input type="checkbox"/> Programmes/courses <input type="checkbox"/> Partnerships <input type="checkbox"/> Finance <input type="checkbox"/> Quality <input type="checkbox"/> Governance <input type="checkbox"/> Health and safety <input type="checkbox"/> Facilities <input type="checkbox"/> Computer Services <input type="checkbox"/> MIS <input type="checkbox"/> Admissions <input type="checkbox"/> Teaching and learning <input checked="" type="checkbox"/> Personnel
Audience [select ALL that apply]	<input checked="" type="checkbox"/> Employees <input type="checkbox"/> Learners <input type="checkbox"/> Partners <input type="checkbox"/> Suppliers

EQUALITY IMPACT ASSESSMENT

This form must be completed when drafting a new policy/procedure or amending an existing policy/procedure. It should be completed at the earliest opportunity so any issues can be resolved/mitigated in advance.

POLICY / PROCEDURE DETAILS	
Name of policy / procedure:	Public Interest Disclosure Policy
Version:	1.3
Date of latest version:	27 September 2023
Manager responsible:	Vice Principal – Finance and Resources
Others involved in this EIA:	

ASSESSMENT			
What evidence have you used? (This could be internal data, surveys, complaints/grievances or other external quantitative or qualitative research)	FE Sector guidelines on Public Interest Disclosure College principles and values Consistency with previous College policy regarding Public Interest Disclosure		
Who have you engaged / consulted with? (This could be individuals, groups, networks or organisations)	Senior Leadership Team		
For each protected characteristic, does the evidence show that the policy/procedure...	does not inadvertently disadvantage or discriminate against staff, learners or service users?	actively explores opportunity and fosters good relations between people of different protected groups and backgrounds?	Where 'no' is checked, or concerns have been identified detail them here:
Age (including older and younger people)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Disability (including those with physical disabilities, unseen disabilities and mental health issues)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Sex (both men and women)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Gender reassignment or Gender identity (including trans staff and students who have transitioned, are considering transitioning or are in the process of transitioning from one gender to another, and also non-binary staff and students who do not identify with, or reject gender labels)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

Marriage and Civil Partnership	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Pregnancy / Maternity (including breastfeeding mothers)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Race and Ethnicity (including nationality, colour, native language, culture and geographic origin)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Religion and belief (including those with no religion or belief)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Sexual orientation (including, but not limited to, gay, lesbian, bisexual, queer and straight staff and learners)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Intersectionality (although not a protected characteristic itself it's important to consider how characteristics intersect)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

ACTION PLANNING		
Issue Identified	Planned or completed remedial action	Person responsible and timeframe

MONITORING AND REVIEW
How will the impact of your policy and procedure be monitored and reviewed once agreed?
Monitored for number of incidents recorded as Public Interest Disclosures.

AUTHORISATION		
	Signature	Date
Manager responsible:	Mal Gray	1 September 2023
EIA Panel:		
EIA Committee's Comments if applicable:		