



Whistleblowing

Whistleblowing inside the work place is the reporting by workers or ex-workers of wrong-doing 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 GB (Governing Body) or by fellow employees. Workers may include, for example, contractors and agency workers.

The Public Interest Disclosure Act 1998 is designed to protect whistleblowers from detriment and unfair dismissal. The people protected by the Act include workers, employees, third party contractor staff, agency workers and work experience workers.

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 MAT (Multi Academy Trust) or colleagues to protect themselves against false and malicious accusations.

As such, the MAT has a whistleblowing policy which details how concerns about malpractice may properly be raised within the MAT and if necessary, outside the MAT. For more information please refer to the MAT Whistleblowing Policy, which is available on request.