

# Mercia Primary Academy Trust



## Whistleblowing Policy

### Policy Status and Review

<b>Date:</b>	<b>December 2025</b>
<b>Review Date:</b>	<b>September 2026</b>
<b>Signed by Director:</b>	<b>Garry Hirons</b>
<b>Date Signed:</b>	<b>03.12.2025</b>

### Legislative Framework

The Public Interest Disclosure Act 1999 - sets out a framework of protection against victimisation or dismissal for workers who blow the whistle on ("disclosure") criminal behaviour and other specified forms of malpractice.

The Act does not provide a general protection for whistleblowers that applies in all circumstances. It applies to making a 'protected' disclosure in respect of specific types of malpractice, which are:

- criminal behaviour
- failure to comply with a legal obligation
- miscarriage of justice
- endangering someone's health and safety
- damage to the environment
- deliberate concealment of information relating to any of the above

The Act covers internal disclosures to the employer, disclosures to prescribed 'persons' such as regulatory bodies (e.g. for health and safety, the Health and Safety Executive), and wider disclosures, for example to the police and the media.

### Policy Statement

Mercia Primary Academy Trust expects employees, and others that we deal with, (such as contractors, agency staff and partners), who have serious concerns about any aspect of the Trust's work to come forward and voice those concerns. If and when they do, provided they act in good faith and follow the laid down procedures, the Trust will do everything it can to ensure that they are not victimised in any way.

The Trust will, at its discretion, consider disclosures that are made anonymously, although such disclosures are inevitably much less powerful. The Trust will also treat every disclosure in confidence, and only reveal the identity of the person making it if absolutely necessary (e.g. if required in connection with legal action).

The Trust will keep people who make disclosures informed about the progress and (subject to legal constraints) outcome of any investigation carried out.

However frivolous, malicious, or allegations made for personal gain, may result in disciplinary action against the person making them.

### Trade Union

There are many trade unions working within Staffordshire County Council who can assist with this process. It is recommended that a trade union representative be contacted at the earliest stage so that appropriate advice, guidance and support can be offered to the employee.

### HR Units

Insight HR can assist with the interpretation and application of this process. It is recommended that an HR representative be contacted at the earliest stage so that appropriate advice, guidance and support can be offered to both the manager and employee.

### Guidance On How to Apply the Policy

#### Making a Protected Disclosure

To make a 'protected' disclosure the whistleblower has to meet certain conditions.

- Disclosure to the employer will be protected if it is made in good faith and the whistleblower has a reasonable suspicion that the alleged malpractice has occurred, is occurring or is likely to occur.
- Disclosure to a regulatory body will be protected where, in addition, the whistleblower honestly and reasonably believes that the information they provide and any allegation contained in it are substantially true.
- Disclosure to other external bodies will be protected if, in addition, making it is in all respects reasonable. "In all respects reasonable" means, in effect:
  - the disclosure is not made for personal gain
  - the whistleblower – reasonably believed that they would be victimised if they raised the matter internally
  - there is no relevant regulatory body– they reasonably– believed that evidence was likely to be concealed or destroyed
  - the concern – has already been raised with the employer and/or relevant regulatory body
  - the concern is of an "exceptionally serious" nature - which in a local government setting could include, say, the alleged abuse of children or vulnerable adults in an authority's care or corruption.

Having taken advice as appropriate, an employee of the Trust, or any other person covered by the Act, who has serious concerns about any aspect of the Trust's work, should in the first instance inform one of the Contact Officers whose details are given in Appendix A.

The initial contact can be by telephone or in writing, and if the latter should be in a sealed envelope addressed to the officer concerned and marked: 'PIDA - Strictly Private and Confidential'. E-mail is not a secure medium and must not be used.

The Contact Officer who has received a disclosure will: (a) acknowledge its receipt, in writing, within 5 working days; (b) seek further information if need be, including by personal interview, at which the individual can be accompanied by an official of their trade union or professional association, or by a fellow employee; (c) when the precise nature of the alleged malpractice is established, refer the disclosure to the Monitoring Officer; (d) in liaison with the Monitoring Officer, keep the individual informed regarding the progress and (subject to legal constraints) outcome of any investigation.

On receipt of a disclosure from a Contact Officer the Monitoring Officer will determine what further action, if any, is needed, which may comprise:

- internal investigation
- report to the DfE/Police
- report to external audit
- independent enquiry
- any combination of the above

The Monitoring Officer will also ensure that the Contact Officer is advised of progress and outcome.

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If at the end of the process an employee of the Trust, or any other person covered by the Act, is not satisfied with how a disclosure has been dealt with, they may refer to one of the regulatory bodies/other external agencies whose details are listed in Appendix B. As with the internal disclosure, before referring to one of these bodies the individual should consider: do I honestly and reasonably believe that my concerns are well founded and that any allegations I am about to make are substantially true?

Exceptionally, the Act offers protection in respect of disclosures made to people or bodies not listed in Appendix B but only when, all things considered, it is reasonable to do this and the disclosure is not made for personal gain. In addition, one of the following must apply:

- The matter has been raised already with the employer and/or relevant regulatory body, or
- The person reasonably believed that they would be victimised if they raised the matter internally; or
- There is no relevant regulatory body, and they reasonably believed that evidence was likely to be concealed or destroyed; or
- Their concern is of an "exceptionally serious" nature, which is for them to determine.

### **Levels of Authority**

Throughout this policy document, there are many references to Contact Officer. For the purposes of this policy 'Contact Officer' is the person delegated by the Directors to perform the task. The Contact Officers are listed in Appendix A.

### **Other considerations**

The Trust will monitor the application of this policy and, in conjunction with the recognised trade unions, review and revise it as necessary.

### **Accountabilities**

Monitoring Officer - has overall responsibility for the proper application of the policy. The Monitoring Officer is also responsible for deciding, in respect of ALL disclosures, whether there will be a formal investigation, what form it will take and who will carry it out.

Contact Officers – Chair of Local Governing Body to receive disclosures, obtain further information, if need be, refer disclosures to the Monitoring Officer, carry out investigations as required, and keep the whistleblower informed regarding the progress and (subject to legal constraints) outcome of any investigation.

### **Further Advice and Information**

This policy document is for general guidance only. *If* you need any further advice on how to apply this policy, please contact your Headteacher/Business Manager.

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Independent advice on 'whistleblowing' can also be obtained from the Charity Protect (previously known as Public Concern at Work) and the Audit Commission. Contact details for these organisations are:

### Charity Protect:

Website: <https://protect-advice.org.uk/>

Advice Line: 020 3117 2520

Email: [whistle@protect-advice.org.uk](mailto:whistle@protect-advice.org.uk)

### Further information and Advice

Further background information on this topic is available on the following

### Websites:

[Citizens Advice:](#)

[Advisory, Conciliation and Arbitration Service \(ACAS\)](#)

Your professional body or union

### Other Contacts

Please note that the Trust takes no responsibility or liability for any material produced by or contained in external sites or for any advice or services given by external organisations. It is the responsibility solely of each person to decide whether or not they use any such material, advice or service.

### Public Interest Disclosures

The Trust acknowledges that anyone who is not satisfied with its response to a disclosure they have made under this policy is entitled in law to disclose elsewhere. Appendix B lists the names and bodies to whom disclosures can be made, including bodies prescribed by the Government.

## Mercia Primary Academy Trust Monitoring Officers

### Whistle Blowing Procedure

#### Directors

Richard Lane	Director
Garry Hirons	Director
Allison Hollis	Director
Alison Dolphin	Director

## Mercia Primary Academy Trust Contact Officers

### Local Governing Body Chairs

Marion Couchman	Governor
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Neil Rose	Governor
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### Headteachers

Richard Lane	Headteacher
Neil Probert	Headteacher

### External/Prescribed Bodies

Health & Safety Exec.  
19 Ridgeway  
9 Quinton Business Park  
Quinton  
Birmingham  
B32 1AL  
Tel: 0345 300 9923  
Website: <https://www.hse.gov.uk/contact/index.htm>

Environment Agency  
General enquiries:  
National Customer Contact Centre  
PO Box 544  
Rotherham  
S60 1BY  
Tel: 03708 506 506 (enquiries)  
Tel: 0800 807 060 (Environment incident hotline – 24 hours)  
Tel: 0345 988 1188 (Floodline)  
Website: <https://www.gov.uk/government/organisations/environment-agency>

Staffordshire Police HQ  
Weston Road  
Stafford  
ST18 OYY  
Tel: 101  
Website: <https://www.staffordshire.police.uk/contact/af/contact-us-beta/contact-us/>

HM Revenue & Customs  
BX9 1AB  
Tel: 0300 200 3700  
Website: <https://www.gov.uk/government/organisations/hm-revenue-customs>  
Website: <https://www.gov.uk/find-hmrc-contacts>

Citizens' Advice Bureau  
Tel: 0808 223 1133  
Website: <https://www.citizensadvice.org.uk/>

Information Commissioner's Office  
Tel: 0303 123 1113  
Website: <https://ico.org.uk/global/contact-us/>

## Whistleblowing Policy

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This information can be made available in a range of formats and languages, including Braille and large print. If this would be useful to you or someone you know, please contact your Directorate HR Unit.

*A signed copy of this document is available from the school office.*

### Version Control

Version	Date Approved	Changes	Reasons for alterations & signature
2	02.12.2015	HR Advisers are Insight HR Limited Neil Probert added	
	27.06.2018	Changes to staff in schools	
	11.12.2019	Updated list of Directors	
	25.09.2020	Amended list of Directors	
6	12.11.2020	Updated address for Public concern at home Removed Audit commission Removed 3 websites Removed one named governor – W Pell Wallpole Removed M Booth in head teacher section Updated address and phone number for H and S Exec Updated address and phone number for Staffordshire Police HQ Added postcode and new phone number for Inland revenue Updated Customs and Excise phone number Replaced CAB address with Tamworth one Removed Audit Commission address	Updated contact details closed 2015 achieved or not found No longer a governor Head of Schools Updated contact details Updated contact details Updated contact details Updated contact details Updated contact details Closed 2015 M. Booth
	24.03.2021	Added range of formats	Accessibility F Biddle

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	June 2025	Updated list of directors and contact details for external companies	Current information
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