

## **Procedures for Whistleblowing**

Whistleblowing is sometimes called speaking up or raising a concern. We have a procedure for this to ensure that if someone sees something wrong in the workplace, they are able to raise this within the Federation, to a regulator, or wider. Whistleblowing ultimately protects children, staff, the community, and the Federation itself by identifying harm before it's too late.

As a whistleblower you're protected by law - you shouldn't be treated unfairly or lose your job because you 'blow the whistle'.

You can raise your concern at any time about an incident that happened in the past, is happening now, or you believe will happen in the near future.

You're protected by law if you report any of the following:

- a criminal offence, eg fraud
- someone's health and safety is in danger
- risk or actual damage to the environment
- a miscarriage of justice
- the Federation is breaking the law, eg doesn't have the right insurance
- you believe someone is covering up wrongdoing

Personal grievances (eg bullying, harassment, discrimination) aren't covered by whistleblowing law, unless your particular case is in the public interest. Report these under the Complaints Policy and contact the Advisory, Conciliation and Arbitration Service (Acas) for help and advice on resolving a workplace dispute.

You can also take a case to an employment tribunal if you've been treated unfairly because you've blown the whistle.

We hope that an individual with concerns within the Fox Federation will feel able to bring them to the Head teacher, the Executive Headteacher or the Chair of Governors and these should be your first point of call.

All concerns will be investigated, documented and treated with respect. All concerns will be treated in confidence.

If you don't feel able to report your concern in this way, or don't feel happy with how your concern has been handled, then you may contact the whistleblowing charity, Public Concern at Work (PCAW), who will provide confidential independent advice to employees about wrongdoing in the workplace. You can contact PCAW at: Tel: 020 7404 6609 Email: [services@pcaw.co.uk](mailto:services@pcaw.co.uk) UK advice line: [whistle@pcaw.org.uk](mailto:whistle@pcaw.org.uk)

The [whistleblowing](#) page on GOV.UK provides further information on the areas for which whistleblowing arrangements should cover.