



SIKH ACADEMIES TRUST

Faith Inspired Education

# **SAT WHISTLEBLOWING POLICY**

Date reviewed: Autumn 2025

Date of next review: Autumn 2026

## **Whistleblowing**

**The Academy trust handbook 2025: effective from 1 September 2025 requires trusts to comply with the following whistleblowing requirements:**

### **Having a procedure**

See para 2.40. The board of trustees **must** agree a procedure for whistleblowing, and publish it on the trust's website, to protect staff who report individuals they believe are doing something wrong or illegal.

See para 2.41. The trust should appoint at least one trustee and one member of staff, who other staff can contact to report concerns.

### **Informing staff**

See para 2.42. The trust **must** ensure all staff are aware of the whistleblowing process and how concerns will be managed.

See para 2.43. Staff should know what protection is available to them if they report someone, what areas of malpractice or wrongdoing are covered in the trust's whistleblowing procedure, and who they can approach to report a concern.

See para 2.44. The trust **must** ensure all concerns raised with them by whistleblowers are responded to properly and fairly.

Further information for employees is available from the following sources:

- [Whistleblowing for employees](#), including a definition of whistleblowing
- [School complaints and whistleblowing](#), including how DfE handles complaints about academies
- the whistleblowing charity [Protect](#) (formerly Public Concern at Work), which provides confidential independent advice about wrongdoing in the workplace

### **A. Introduction and purpose**

The Sikh Academies Trust (SAT) is committed to carrying out its work with honesty and integrity and expects all employees to maintain high standards of openness and inclusiveness, accountability and integrity.

This policy aims to:

- To encourage those working in the school to report suspected wrongdoing promptly, in the knowledge that it will be taken seriously and dealt with quickly, appropriately, consistently and fairly.
- To provide employees guidance on how to raise concerns.
- To reassure staff that they are able to raise genuine concerns made in the public interest without fear of reprisals, even if they turn out to be mistaken.

This policy has been written to comply with legislation and guidance governing the making of disclosures concerning wrongdoing in the workplace. This procedure does not form part of any employee's contract and may be amended at any time.

## **B. Scope**

This policy applies to all staff employed by SAT, including directly employed central team staff, the Trustee Board (includes Directors), Executive Headteacher, Headteachers, teachers, ECTEs, school support staff, volunteers, contractors, casual and agency staff (collectively referred to as 'employees' for the purposes of this policy). This list is not exhaustive. In this policy, the term 'teacher' refers to classroom teachers, middle and senior leaders.

## **C. Equality and accessibility**

SAT is mindful of the obligations under the Equality Act 2010 and this policy will be applied fairly and consistently to all staff, with reasonable adjustments made for those with qualifying disabilities as appropriate.

A copy of this policy and a copy of all relevant documents will be made available for all staff. The policy is also available in hard copy on request and can be made available in large print or other accessible formats if required.

## **D. Whistleblowing**

Whistleblowing means the disclosure of information which relates to suspected unlawful and/or unethical conduct. The person who makes the disclosure must reasonably believe that it is in the Public Interest for them to do so. This is also referred to as a 'Protected Disclosure'.

Examples of the types of unlawful or unethical issues covered are:

- A criminal offence;
- A miscarriage of justice;
- An act creating risk to health and safety;
- An act causing damage to the environment;
- A breach of any legal obligation;
- Financial fraud or mismanagement;
- Negligence;
- Conduct that is likely to damage the Employer's reputation;
- Unauthorised disclosure of confidential information;
- Concealment of, or attempt to conceal, any of the above.

A whistle-blower is a person who raises a genuine concern relating to the above.

Not all concerns about the SAT count as whistleblowing. For example, personal staff grievances such as bullying or harassment do not usually count as whistleblowing. If something affects a staff member as an individual, or relates to an individual employment contract, this is likely to be a grievance.

## **E. Detriment**

Provided that this procedure is used correctly, and the employee makes the disclosure in good faith, they will not suffer any detriment as a result of reporting the wrongdoing.

## **F. Support and protection for employees**

SAT recognises that reporting a concern can be a difficult decision to take, not least because of the fear of reprisal. SAT aims to encourage openness and will support

employees who raise genuine concerns in good faith under this policy, even if the concern turns out to be unfounded.

- 'Whistleblowers' are protected by law from being treated unfairly or losing their jobs because they 'blow the whistle'. Whistleblowers must hold a reasonable belief that the concern they are raising is in the public interest.
- SAT will provide all reasonable protection for those who raise concerns made in the public interest.
- SAT will be responsible for ensuring that appropriate personal support is offered both to a worker raising a concern and to any worker against whom allegations have been made under this procedure.
- We will respect the employee's confidentiality as far as we possibly can but there may be times when we cannot guarantee this, for example if there has been a criminal offence, a child protection or safeguarding issue.
- Any staff who threaten or retaliate against whistleblowers in any way will be subject to disciplinary procedures.

### **G. Anonymity**

SAT does not encourage anonymous reporting. Such reports are less powerful as it makes investigation more difficult or impossible, as we may be unable to obtain further information and/or establish if the allegation is credible. SAT therefore encourages employees to put their name to the allegation as we will respect confidentiality as far as we possibly can and provide the employee with support and protection as outlined above. Anonymous allegations will be considered at the discretion of the Executive Headteacher taking into account:

- The seriousness of the issue raised
- The credibility of the concern
- The likelihood of confirming the allegation from an attributable source
- Evidence supplied

### **H. When to raise a concern**

Staff should consider the examples in the definitions when deciding whether their concern is of a whistle-blowing nature. Consider whether the incident(s) was illegal, breached statutory or trust procedures, put people in danger or was an attempt to cover any such activity up.

### **I. Who to report to**

Staff should report their concern to the Headteacher. If the concern is about the

Headteacher or Executive Headteacher or it is believed they may be involved in the wrongdoing in some way, the staff member should report their concern to the Chair of Trustees.

### **J. How to raise the concern**

Concerns are better submitted in writing, but may also be made in person, making it clear that it is being raised via the whistleblowing procedure. The written notification should include the background and history of the concern, including where possible:

- Names

- Dates
- Places
- Copy documents
- Why the employee is concerned about the situation

In some circumstances, the employee may ask a trade union representative to raise the matter on their behalf. Although you are not expected to prove beyond doubt the truth of your concerns, you will need to demonstrate that you have sufficient evidence or other reasonable grounds to raise them.

You may wish to obtain advice from a trade union representative, the Citizen's Advice Bureau or Public Concern at Work on 020 7404 6609 and [www.pcaw.co.uk](http://www.pcaw.co.uk)

### **Stage one**

In the first instance, we hope employees will feel able to disclose the suspected wrongdoing to their line manager.

When a concern is received by the line manager they will:

- Meet with the person raising the concern within a reasonable time.
- Get as much detail as possible about the concern at this meeting, and record the information.
- If it becomes apparent the concern is not of a whistle-blowing nature, the recipient should handle the concern in line with the appropriate policy/procedure
- Reiterate, at this meeting, that they are protected from any unfair treatment or risk of dismissal as a result of raising the concern.
- If the concern is found to be malicious or vexatious, disciplinary action may be taken
- Establish whether there is sufficient cause for concern to warrant further investigation. If there is:
  - The line manager should then arrange a further investigation into the matter, involving the Headteacher, if appropriate.

The person who raised the concern should be informed of how the matter is being investigated and an estimated timeframe for when they will be informed of the next steps. In the event that the line manager is involved in the suspected wrongdoing, the employee should proceed to stage two of this procedure.

The employee can expect a response from their line manager **within seven working days of the date the concern was received.**

### **Stage two**

If the employee does not receive a response, or if their line manager is involved in the wrongdoing, the employee should notify the Headteacher. The employee can expect a response from the Headteacher **within seven working days of the date the concern was received.**

### **Stage Three**

If no response is forthcoming under stage 2, the employee should notify the Sikh Academies Trust (SAT) Board of Trustees. The employee can expect a response within **seven working days of the date the concern was received.**

### **Stage Four**

SAT encourages staff to raise their concerns internally, but recognises that staff may feel the need to report concerns to an external body. If you do not feel your concern has been addressed adequately you may raise it with an independent body such as one of the

following as appropriate:

- your trade union
- the Citizens Advice Bureau
- a relevant professional body
- a regulatory organisation
- a relevant voluntary organisation
- the Police
- the Local Government Ombudsman
- Equality and Human Rights Commission

If you wish to report the matter to someone outside of the school you can contact the Director of Children's Services, or any of the other external officers listed in

Annex 1.

#### **K. Malicious or vexatious complaints**

Staff are encouraged to raise concerns when they believe there to potentially be an issue. If an allegation is made in good faith, but the investigation finds no wrongdoing, there will be no disciplinary action against the member of staff who raised the concern. If, however, an allegation is shown to be deliberately invented or malicious, the trust will consider whether any disciplinary action is appropriate against the person making the allegation.

#### **L. Safeguarding and allegations against staff**

All employees are expected to be familiar with the provisions of the Child Protection and Safeguarding Policy and the Allegations of Abuse against Staff Policy. The procedures set down within the Allegations of Abuse against Staff Policy must be used in any case where it is suspected or alleged that a member of staff or a

volunteer at the school has:

- Behaved in a way that has harmed a child, or may have harmed a child, and/or
- Possibly committed a criminal offence against or related to a child, and/or
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children, and/or

Behaved or may have behaved in a way that indicates they may not be suitable to work with children – this includes behaviour taking place both inside and outside of school.

The procedures outlined within the Child Protection and Safeguarding Policy must be followed if an employee has any concern about school practices or the behaviour of colleagues which are likely to put students at risk of abuse or other serious harm.

#### **M. Exceptional circumstances**

In exceptional circumstances, the employee has the right to raise their concern directly with a relevant and appropriate outside body without first having followed the first three stages above. This may, however, cause damage to the Trust and its reputation as well as constitute a breach of the employee's duty of confidentiality towards the Trust. This action should only be taken in extreme circumstances and after careful thought.

In determining whether it is reasonable for you to have made a disclosure the identity of the person to whom the disclosure is made will be taken into account. Disclosures to anyone outside of the recognised bodies listed in Annex 1 may not be protected disclosures under the Act.

You have a duty to the Trust not to disclose confidential information.

## **N. Media**

Under no circumstances should an employee approach a commercial body or the media with details of the suspected wrongdoing. SAT may consider such action to be gross

misconduct.

## **O. Investigation and outcomes**

Once an employee has raised a concern, the SAT will carry out an initial assessment to determine the scope of any investigation. The employee will be informed of the outcome of that assessment. Further meetings with the employee may be necessary to find out more information.

In some circumstances, it may be necessary to appoint an Investigating Officer or a team to carry out an investigation. The investigation may result in recommendations for

change to prevent or minimise the risk of future wrongdoing.

The employee will be kept informed of progress and timescales as far as possible.

However, the need for confidentiality may prevent certain details from being shared. The aim will be to provide reassurance that the matter has been dealt with properly.

Whilst we cannot always guarantee the outcome sought, we will try to deal with concerns fairly and in an appropriate way.

- **If you are dissatisfied:** If you are unhappy with our response, then please contact the SAT Chair of Trustees by email [info@sikhacademiustrust.com](mailto:info@sikhacademiustrust.com). While we cannot guarantee that we will respond to all matters in the way that you might wish, we will try to handle the matter fairly and properly. By using this policy, you will help us to achieve this.
- **Confidentiality:** The whistleblowing process will be treated with confidentiality. All related documentation will be stored securely and confidentially. Employees involved in investigations or proceedings must treat any related information communicated to them as confidential.
- **Record keeping:** All records and materials relating to these procedures will be kept securely for 6 months if the complaint is upheld.

## **Appendix 1: Whistleblowing agencies**

You can whistle blow to an external organisation rather than your employer. There is a list of prescribed people or bodies that you can go to. A full list can be found

online here: [Whistleblowing: list of prescribed people and bodies - GOV.UK \(www.gov.uk\)](https://www.gov.uk/whistleblowing/list-of-prescribed-people-and-bodies)