

2023

# WHISTLEBLOWING POLICY

## **WHISTLEBLOWING POLICY**

Alliance Learning takes a serious view of fraudulent behaviour, malpractice and general abuse, occurring in or out the work place. If evidence of such an occurrence comes to light, Alliance Learning intends to deal with it quickly and serious disciplinary action will be taken against any employee found guilty of such offences.

Complaints that counted as whistleblowing

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

### **How to report a whistleblowing concern:**

In the first instance you should approach one of the Designated Safeguarding Leads. If however the concern involves both Designated Safeguarding leads you should approach an appropriate member of the executive team.

If the concern also involves the executive team, you should approach the Board of Trustees or alternatively you can contact Ofsted on the following details:

Phone: Government's whistleblowing hotline on 0300 1233155 (8am to 6pm, Monday to Friday)

Email: [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)

Write to: WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

### **Complaints that don't count as whistleblowing**

Personal grievances (eg bullying, harassment, discrimination) aren't covered by whistleblowing law, unless your particular case is in the public interest.


Report these under Alliance Learning's Grievance Policy

In the light of this we would wish to encourage any employee who becomes aware of possible malpractice to report it to the Company and in return the Company agrees to protect any such employees from reprisals and respect the confidentiality. We should also wish to emphasise to all management and staff that any victimisation of employees reporting malpractice or deterring them from raising such concern would be treated as a serious disciplinary offence.

All subcontractors will be subject to strict due diligence to assess risk of delivery and all evidence of this will be stored on file.

This policy has been written in line with guidance of the Bribery Act 2010 (gov.uk).

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Issued by: J Wetherby	Approved by: G Waugh, Chief Executive 
Reviewed: 04/05/2023	Date of next Review: 03/05/2024
Published date: 04/05/2023	

