



St Thérèse of Lisieux Catholic Multi Academy Trust

Whistleblowing Policy

October 2018

Audience:	Central Team and all other CMAT employees
Approved:	Directors – 8th October 2018
Other related policies:	
Policy Owner:	Louise Wilson – Chief Executive Officer
Policy Model:	Compliance – all CMAT academies use this policy
Review:	Annually
Version Number:	1.0 (October 2018)

1 Preamble

The seven schools which form the Northern Lincolnshire Catholic Academy Trust were founded and form part of the Catholic Church. In addition to the Church's funds which established the schools, it is sustained in its mission by receipt of public funds through the Education Funding Agency. Accordingly, it is accountable to the Catholic Community of which it is part and which provides the school and to the public whose funds it expends.

The Academy Trust is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees and others with whom we deal, who have serious concerns about any aspect of the Trust's work to come forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis.

The policy makes it clear that you can do so without fear of victimisation, discrimination or disadvantage. The policy is intended to encourage and enable employees to raise serious concerns within the school in the first instance so that it is not necessary to resort to outside agencies.

2 Aims and Scope of this Policy

There are existing procedures in place to enable you to lodge a grievance relating to your own employment. This policy is intended to cover major concerns that fall outside the scope of other procedures. These include:

- Conduct which is offensive, a breach of the law or contrary to Church teaching;
- Disclosures relating to miscarriage of justice;
- Health and safety risks, including risks to the public as well as other employees;
- Damage to the environment;
- The unauthorised use of public or Church funds;
- Possible fraud and corruption;
- Abuse of students or other unethical or immoral conduct.

Thus, any serious concerns that you have about any aspect of service provision or the conduct of employees or governors of the Academy Trust in any of the schools, or others acting on behalf of the Academy or any of its schools can be reported under this policy. This may be something that makes you feel uncomfortable in terms of known standards, your experience or the values, beliefs and standards to which the school subscribes; is against the Academy Trust instrument of government or policies; falls below established standards of practice; or amounts to improper conduct.

3 Safeguards

The Academy Trust will not tolerate any harassment or victimisation (including informal pressures) and will take appropriate action to protect you when you raise a concern in good faith.

Any investigation into allegations of potential malpractice will not influence you or be influenced by any disciplinary or redundancy procedures that might affect you.

4 Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness. You also have a duty to observe this confidentiality

5 Anonymous Allegations

You are encouraged to put your name to your allegations wherever possible. Concerns expressed anonymously are much less powerful but will be considered at the discretion of the Academy Trust. In exercising this discretion, the factors to be taken into account will include:

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- The seriousness of the issue raised;
- The credibility of the concern and
- The likelihood of confirming the allegation from attributable sources.

6 Untrue Allegations

If you make an allegation in good faith, but it is not confirmed by the investigation, no action will be taken against you. If, however, you make an allegation frivolously, maliciously, or for personal gain, disciplinary action may be taken against you.

7 How to Raise a Concern

If you reasonably believe that you have discovered serious malpractice within the Academy Trust or any of its schools, you should ideally raise these concerns with your line manager. However, if, for whatever reason this is not possible or appropriate, you should contact the Head Teacher.

You will be given the opportunity to discuss your suspicions and an appropriate person will be designated as investigating officer, who will arrange for an investigation to take place.

If you suspect that the Head Teacher may be involved in malpractice then you should contact the chair of the governing body. If you also suspect involvement by the chair, then you should contact the Chairman of the Northern Lincolnshire Catholic Academy Trust and/or the Diocesan Director of Education.

Within ten days of your initial meeting, the investigating officer will write to confirm the details of your concern and that an investigation will take place. Throughout the investigation, you will be kept informed of progress and you will normally be advised of the eventual outcomes, subject to third party rights. All correspondence will be addressed to your home. If a meeting is needed, it may be arranged off site if you wish, and a union representative or a friend may accompany you. Although records will need to be kept as the enquiries progress, these will be of an anonymous nature.

There can be no prescribed time limits for completion of the investigative process, but it will obviously be in the interests of all concerned if the issue is resolved without delay.

If you have any complaint about the way in which an investigation is being handled, then you should raise this with the designated investigating officer in the first instance. If the complaint remains unresolved then you may contact the Diocesan Director of Education with your concerns.

When the investigation is complete a report will be presented to the governing body, which will decide upon the appropriate course of action. Subject to any relevant legal constraints, you will be informed of the action to be taken. If you do not agree with the outcome then you will have seven days in which to make your concerns known to the governing body, via the Chair of Governors. If you remain dissatisfied with the response from the governing body, then you may consider contacting the Secretary of State for Children, Schools and Families, who has the power to intervene if the governing body appears to be acting unreasonably. You should be aware, however, that this course of action could have serious implications for the Academy.

At no stage should you contact the media without the written permission of the Chair of the Governing Body. Such action would be a breach of confidentiality and could result in disciplinary proceedings against you.

8 List of Contacts

Chairman of the St Thèrèse of Lisieux CMAT George Krawiec
Suite 4
The Lawn

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Union Road
Lincoln
Lincolnshire
LN1 3BU

St, Bede's Catholic Voluntary Academy
Headteacher: R Hibbard. **Chair of Governors:** K Matthews
Collum Avenue
Scunthorpe
North Lincolnshire
DN16 2TF

St. Augustine Webster's Catholic Voluntary Academy
Headteacher: A Morrisroe. **Chair of Governors:** D Lisle
Baildon Road
Scunthorpe
North Lincolnshire
DN15 8BU

St. Joseph's Catholic Voluntary Academy
Headteacher: S Pollard **Chair of Governors:** M Henry
Philip Avenue
Cleethorpes
North East Lincolnshire
DN35 9DL

St. Mary's Catholic Primary Voluntary Academy (Grimsby)
Headteacher: C McHale **Chair of Governors:** J Ducey
Wellington Street
Grimsby
North East Lincolnshire
DN32 7JX

St. Norbert's Catholic Primary Voluntary Academy (Crowle)
Headteacher: P Tonge **Chair of Governors:** F Robinson
Fieldside
Crowle
North Lincolnshire
DN17 4HL

St. Mary's Catholic Primary Voluntary Academy (Brigg)
Headteacher: D Sideway **Chair of Governors:** J O'Shaughnessy
Grammar School Road
Brigg
North Lincolnshire
DN20 8BB

St. Bernadette's Catholic Primary Voluntary Academy
Headteacher: M Strong **Chair of Governors:** P Moran
Anne's Crescent
Scunthorpe
North Lincolnshire
DN16 2LW

St Peter & St Paul Catholic Voluntary Academy

Headteacher: Damien Keogh **Chair Of Governors:** M Holmes

Western Avenue

Lincoln

LN6 7SX

St Hugh's Catholic Voluntary Academy

Headteacher: G Hughes **Chair of Governors:** J O'Connor

Woodfield Avenue

Doddington Park

Lincoln

LN6 0SG

Our Lady of Lincoln Catholic Voluntary Academy

Headteacher: A Desforges **Chair Of Governors:** K Hall

Laughton Way

Lincoln

LN2 2HE

English Martyrs Catholic Voluntary Academy

Headteacher: A Chambers **Chair of Governors:** S Archer

Willow Crescent

Oakham

LE15 6EH

Our Lady of Good Counsel Catholic Voluntary Academy

Headteacher: M Parker **Chair of Governors:** J Saunders

The Drove

Sleaford

NG34 7AT

St Augustine Catholic Voluntary Academy

Headteacher: Rachel De Wet **Chair of Governors:** Fr S Gillespie

Kesteven Road

Stamford

PE9 1SR

St Mary's Catholic Voluntary Academy (Boston)

Headteacher: L Glead-Thornley **Chair of Governors:** M Turner

Ashlawn Drive

Boston

PE21 9PX

St Mary's Catholic Voluntary Academy(Grantham)

Headteacher D Nicholson **Chair of Governors:** E Hastings

Sandon Road

Grantham

NG31 9AX

ST Norbert's Catholic Voluntary Academy (Spalding)

Headteacher: J Withers **Chair of Governors** J Havemann Bowser

Tollgate

Off Pennygate

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