

Whistleblowing

At First Act, the safety and wellbeing of our students and staff is of paramount importance. We believe our Whistleblowing policy will help to prevent any wrongdoing within First Act and further protect the people in our care. This reinforces our commitment to be approachable and efficient in dealing with any issues should they arise.

Expectations

We encourage openness and will support anyone who feels they need to raise a genuine concern. If you wish to raise a concern confidentially, we will respect this and will not reveal the identity of anyone other than with those investigating the concerns.

We will endeavour to give you feedback regarding your concern, and on any outcome from an investigation within ten working days.

This policy is for any student, parent or member of staff who feels there has been:

- A violation of a law, rule or regulation
- Gross mismanagement
- Gross waste of funds
- Abuse of authority
- Danger to public health
- Danger to public safety

Process

Students and parents can speak to a First Act tutor or members of management, Christopher Phillips, Craig Gaffney and Ceris Shadwell. Tutors can speak to a member of First Act management team, Christopher Phillips, Craig Gaffney and Ceris Shadwell. Any concerns about a member of management can be discussed with another member of management or a class tutor.

If concerns are about the entire management team, concerns should be directed towards the designated contact for Whistleblowing, Mark Murphy (markmurphy121@hotmail.com).

Contact can be in person, through our email address contact@firstactarts.co.uk, or through any social media account.