

Whistleblowing Policy for Alt-Ed Lincs 2025

Alt-Ed Lincs is dedicated to fostering a culture of openness and accountability. This Whistleblowing Protection Policy is established in accordance with UK legislation, particularly the Public Interest Disclosure Act 1998 (PIDA), to protect individuals who disclose information about wrongdoing within the organisation.

Purpose

The purpose of this policy is to:

- Encourage individuals to report concerns without fear of reprisals.
- Provide a clear framework for raising and addressing concerns.
- Ensure all reports are taken seriously and investigated thoroughly.

Scope

This policy applies to all employees, volunteers, and stakeholders associated with Alt-Ed Lincs and alternative education provision in the UK.

Definitions

- **Whistleblowing:** Reporting of concerns about wrongdoing, illegal activities, or unsafe practices.
- **Protected Disclosure:** A disclosure made in the public interest that qualifies for protection under the PIDA.

What to Report

Individuals are encouraged to report concerns related to:

- Criminal offences (e.g., fraud, corruption).
- Violations of legal obligations.
- Miscarriages of justice.
- Health and safety risks.
- Environmental damage.
- Deliberate concealment of information related to any of the above.

Reporting Procedure

- **Step 1:** Raise the Concern

- Concerns should be reported initially to a line manager, the HR department, or a designated whistleblowing officer.

- **Step 2:** Confidentiality

- Reports will be treated confidentially, and the identity of the whistleblower will be protected as far as possible.

- **Step 3:** Investigation

- All reported concerns will be investigated promptly and thoroughly. The whistleblower will be kept informed of the progress and outcome of the investigation.

Protection for Whistleblowers

- Under PIDA, individuals making a protected disclosure are legally protected from dismissal or detriment as a result of their whistleblowing.
- Alt-Ed Lincs prohibits any form of retaliation or harassment against whistleblowers.

Support for Whistleblowers

- Whistleblowers are encouraged to seek support from HR or designated personnel if they have concerns about the process or their safety.
- The organisation will provide appropriate support and resources to individuals who raise concerns.

Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and compliance with relevant legislation. Feedback from staff and stakeholders will be considered during the review process.

Alt-Ed Lincs values and encourages individuals who raise concerns and is committed to ensuring that whistleblowing is taken seriously. By promoting transparency and accountability, we aim to uphold the highest standards of integrity within our organisation, in line with UK law.

This policy is designed to comply with UK legislation.