

Whistleblowing Policy

POLICY STATEMENT

At the Audacity Performing Arts Academy we are all whistleblowing and concerns reported to us seriously and take necessary actions to resolve these in a timely manner.

WHAT IS WHISTLEBLOWING?

Whistleblowing is when someone reports wrongdoing on the basis that it is in the public interest for the wrongdoing to be brought to light. This is usually something they've seen at work but not always. The wrongdoing might have happened in the past, be happening now, or be something the whistleblower is concerned may happen in the near future (Gov.uk, 2019).

NSPCC WHISTLEBLOWING ADVICE LINE

The NSPCC Whistleblowing Advice Line offers free advice and support to professionals with concerns about how child protection issues are being handled in their own or another organisation.

Contact the Whistleblowing Advice Line on:

- 0800 028 0285
- help@nspcc.org.uk

OUR COMMITMENTS AND EXPECTATIONS

The Audacity Performing Arts Academy is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees, and others that we deal with, who have serious concerns about any aspect of the organisation's work to come forward and voice those concerns.

POLICY AIMS

- Provide avenues for you to raise concerns in confidence and receive feedback on any action taken.
- Ensure that you receive a response to your concerns and that you are aware of how to pursue them if you are not satisfied.
- Reassure you that you will be protected from possible reprisals or victimisation if you have a reasonable belief that you have made a disclosure in good faith.

WHAT TYPE OF CONCERNS ARE COVERED?

- Conduct which is an offence or a breach of law.
- Disclosure related to miscarriages 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 company funds.
- Possible fraud and corruption.
- Sexual or physical abuse of clients.
- Other unethical conduct.

SAFEGUARDING

The organisation recognises that the decision to report a concern can be a difficult one to make. If what you are saying is true, you should have nothing to fear as you will be doing your duty to your employer and those for whom you provide a service. The organisation will not tolerate any harassment or victimisation and will take appropriate action to protect you when you raise a concern in good faith.

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.

This policy encourages you however to put your name to your concern whenever possible.

Please note that you:

- Must disclose the information in good faith.
- Must believe it to be substantially true.
- Must not act maliciously or make false allegations.
- Must not seek any personal gain.

HOW TO RAISE YOUR CONCERN

As a first step, you should raise concerns either verbally or in writing with your DSL (Laura Wilson and Rhianna Goodwin), Action will then be taken appropriately.

THIS POLICY WAS LAST REVIEWED AND UPDATED ON 09/08/2024 BY:

RHIANNA GOODWIN
LAURA WILSON