



Whistleblowing Policy

22 Music Academy:

Safeguarding Integrity and Accountability

1. Introduction

22 Music Academy is committed to upholding the highest standards of integrity, transparency, and accountability in all aspects of its educational provision. This Whistleblowing Policy is designed to provide clear guidance for staff, students, parents, and other stakeholders on raising concerns about malpractice, wrongdoing, or risks to the safety and well-being of individuals within the Academy. This policy is underpinned by relevant UK legislation and government guidance, including the Public Interest Disclosure Act 1998 (PIDA), the Education Act 2002, and the Department for Education's (DfE) safeguarding policies.

2. Purpose

The purpose of this policy is to:

- Encourage a culture of openness and accountability within 22 Music Academy.
- Enable individuals to raise genuine concerns about malpractice or wrongdoing at the earliest opportunity and in the right way.
- Reassure whistleblowers that they will be protected from reprisals or victimisation for raising concerns in good faith.



- Ensure that concerns are dealt with promptly, consistently, and appropriately.

3. Scope

This policy applies to all employees, students, volunteers, contractors, parents, and others who may have concerns regarding the conduct of Academy staff, students, or any aspect of the Academy's operations. It covers, but is not limited to:

- Child protection and safeguarding concerns
- Health and safety risks
- Financial impropriety or fraud
- Criminal activity
- Academic malpractice (e.g., plagiarism, falsification of records)
- Neglect of professional duties
- Unethical behaviour or conduct

4. Legal Framework

This policy is informed by the following key UK laws and government policies:

- Public Interest Disclosure Act 1998 (PIDA): Protects workers who disclose information about malpractice or wrongdoing in the workplace ("protected disclosures").
- Education Act 2002 (Section 175): Requires educational institutions to have arrangements in place to safeguard and promote the welfare of children.
- Department for Education (DfE) Guidance: Statutory guidance such as "Keeping Children Safe in Education" sets out the responsibilities of schools and academies in relation to safeguarding and whistleblowing.



5. What is Whistleblowing?

Whistleblowing is the disclosure of information by an individual who believes there is wrongdoing, risk, or malpractice within the Academy that affects others (e.g., students, staff, the public). Whistleblowing is distinct from grievances, which concern an individual's personal employment position.

6. Raising a Concern

Anyone wishing to raise a concern should do so as soon as possible. Concerns can be raised verbally or in writing. The following steps should be followed:

1. Raise the concern with your line manager, designated safeguarding lead, or the Principal.
2. If the concern relates to the Principal, it should be reported to the Chair of Governors or Board of Trustees.
3. Concerns can also be raised anonymously, but this may affect the ability to investigate fully.

All concerns will be treated seriously and investigated promptly and fairly. The Academy will acknowledge receipt of the concern and keep the whistleblower informed of progress, subject to confidentiality requirements.

7. Protection for Whistleblowers

Under PIDA, individuals making a “protected disclosure” are legally protected from dismissal, victimisation, or detrimental treatment as a result of raising a concern in good faith. The Academy will not tolerate harassment or victimisation of



whistleblowers and will take appropriate disciplinary action against those who retaliate.

8. Confidentiality

The Academy will endeavour to protect the identity of whistleblowers wherever possible. Information will only be shared with those who need to know to investigate and resolve the concern.

9. Malicious Allegations

While individuals are encouraged to raise genuine concerns, malicious or knowingly false allegations may result in disciplinary action.

10. Reporting Channels

Concerns can be raised through the following channels:

- Directly to the Principal or designated safeguarding lead (in person, by email, or in writing)
- To the Chair of Governors/Trustees (for concerns about senior leadership)
- Through the Academy's confidential whistleblowing helpline (if available)
- Externally, to prescribed bodies such as Ofsted, the DfE, or the Local Authority Designated Officer (LADO), if internal channels are not appropriate



11. Monitoring and Review

This policy will be reviewed annually, or sooner if required by changes in legislation or best practice, to ensure it remains effective and fit for purpose.

12. Further Guidance

For more information, staff and stakeholders can refer to:

- Department for Education: Whistleblowing for Employees
- Public Interest Disclosure Act 1998
- Ofsted: Whistleblower Hotline
- ACAS: Whistleblowing Advice

This policy demonstrates 22 Music Academy's commitment to a safe, transparent, and supportive educational environment, aligned with UK legal standards and government policy.