

Whistleblowing Policy

Document Summary

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Whistleblowing Policy

1. Policy Statement

The City College is committed to a culture of openness and accountability. This policy provides a secure framework for all staff, governors, and contractors to raise concerns about serious wrongdoing without fear of reprisal. We encourage internal reporting first, as it allows us to address issues promptly and effectively. This policy is aligned with the Public Interest Disclosure Act (PIDA) 1998 (updated April 2020).

2. Scope of Concerns

Whistleblowing concerns are matters that are in the public interest. These include, but are not limited to, a reasonable belief that a breach of a legal obligation, a criminal offence, or a danger to health and safety has occurred or is likely to occur.

For individual employment or academic matters, please refer to the College's Staff Disciplinary, Complaints, or Academic Appeals policies.

3. Raising a Concern

We strongly encourage you to raise a concern internally in the first instance.

Stage 1: Internal Disclosure

You should raise your concern with your line manager or a designated senior person.

You may also contact the designated Whistleblowing Officer, whose details can be found on the staff intranet.

Stage 2: Independent Review

If you feel unable to raise the matter with the designated officer, you should submit your concern directly to the Chair of the Board of Governors via a secure channel (e.g., a dedicated email address or web form). This ensures your concern is reviewed at the highest level.

When raising a concern, please provide as much detail as possible, including dates, times, and any supporting documentation.

4. Confidentiality and Protection

We will respect your request for confidentiality and will not disclose your identity without your consent, unless required to by law. We will not tolerate any form of harassment, discrimination, or victimisation against a whistleblower. Any staff member who retaliates against a whistleblower will face disciplinary action.

If you wish to remain anonymous, you may submit a concern without providing your name. However, this may limit our ability to fully investigate the matter.

5. External Reporting

If you have exhausted our internal procedure and remain concerned, or if you feel that it is inappropriate to raise the concern internally, you may report the matter to an external body.

Protect, an independent whistleblowing charity, offers free, confidential legal advice to whistleblowers.

OfS and Ofqual are the relevant regulatory bodies for the higher education sector.