



## Whistleblowing Policy –

In this policy whistleblowing means reporting of any wrong-doing within the organisation by an employee. At MBKB we encourage all employees and others to voice any concerns about practices within MBKB without fear of being reprimanded, discriminated against or dismissed. At MBKB we see 'whistleblowing' as a positive act, as we are a provider of public services and pride ourselves on the high level of service provided, therefore we encourage freedom of speech. To achieve this, we need all employees to be working effectively and as a team. As an employee of MBKB, you have an obligation to report any areas of concern with either clients, learners or staff members, so that the issue can be resolved. If an allegation is made, it will be treated in confidence and every effort will be made not to reveal the whistleblower's identity. However, we do encourage whistle-blowers to put their names to allegations where possible, as anonymous allegations may be difficult to investigate and prove.

If you are aware of actions or issues that are likely to damage the reputation of MBKB or its ability to fulfil its service aims, you must report this immediately. Failure to do so may mean your own actions in not reporting this will be dealt with by way of our disciplinary procedure.

If raising a concern, please report to a member of MBKB's senior management team. Should a team member have concerns about a colleague or practices of MBKB that relate to safeguarding, they can report them confidentially without fear of detrimental treatment for doing so.

If an individual wishes to report concerns externally, outside of MBKB, contact the Chair of Board Of Governors- David Guy, by emailing ([dg@guyandco.co.uk](mailto:dg@guyandco.co.uk)). This should be done if an individual feels that their concerns are not being taken seriously or that a concern is not being dealt with correctly.

When making an allegation verbally or in writing, we ask that included within it is the name of the person making the allegation, where possible, and a contact number or email. We also ask for as much detail about the allegation as possible, such as dates, times and people involved, and also the grounds for the allegation.

On receipt of an allegation, the senior management team (SMT) will record details of the allegation within 5 working days, gathering as much evidence as possible, and will then keep the whistle-blower informed of the outcome of the investigation. If the whistle-blower remains anonymous then no update will be given.



In the event that an allegation is found to be untrue, disciplinary or other action will not be taken against a whistle-blower, providing they made the allegation in the belief that it was in public interest to do so. However, disciplinary action may be taken against a whistle-blower who makes an allegation maliciously or for personal gain, and where it is not in the public interest.

This procedure does not replace other policies and procedures such as the comments and complaints policy, the Grievance procedure or the Harassment and Bullying Policy (found within Equality and Diversity policy).

If your concern is regarding your own treatment as an employee, you should follow the grievance procedure outlined in your contract of employment.