





# Whistleblowing Policy

## Introduction

Employees and others directly involved in College activities are often the first to realise that there may be something seriously wrong within the College or may have such a matter brought to their attention by a member of the public. However, they may not express their concerns because they feel that speaking out would be disloyal to their colleagues or to the College. They may also fear harassment or victimisation. In these circumstances it may be easier to ignore the concern rather than report what may just be a suspicion of malpractice.

The College is committed to the highest possible standards of openness, probity and accountability. In line with that commitment we expect employees, Trustees and others involved with College activities, who have serious concerns about any aspect of the College's work, to come forward and voice those concerns. It is recognised that most cases will have to proceed on a confidential basis.

This Policy is designed to help ensure that the College and its employees operate according to the highest possible standards in terms of professional and personal conduct and to ensure that misconduct or unacceptable behaviour should not go unreported through apathy or a fear of reprisal.







## How can the matter be taken further?

The Policy is intended to provide a set of procedures within College to raise concerns. If the individual is not satisfied with action taken, they may raise it, in confidence with the Chair of the Board of Trustees or