



Whistleblower Policy

What is a Whistleblower?

A "Whistleblower" is a person who reveals potential wrongdoing within an organisation to those in positions of authority.

SCOPE:

This policy applies to all Aurora Academies Trust part time, temporary and contract employees. It also applies to employees of schools managed by Aurora Academies.

PURPOSE:

Aurora Academies Trust is committed to high standards of ethical, moral and legal business conduct. In line with this commitment and Aurora Academies Trust's commitment to open communication, this policy aims to provide an avenue for employees to raise concerns and receive assurance that they will be protected from reprisals for whistleblowing in good faith.

POLICY:

The whistleblowing policy is intended to cover serious concerns that could have a material impact on Aurora Academies Trust, such as actions that:

- may lead to incorrect financial reporting;
- are unlawful;
- are not in line with company policy, including the Code of Conduct; or
- otherwise amount to serious improper conduct.

SAFEGUARDS:

Harassment or Victimization

Harassment or victimization of the complainant will not be tolerated.

Confidentiality

Every effort will be made to protect the complainant's identity consistent with the obligation to investigate complaints thoroughly and fairly.

Anonymous Allegations

We encourage employees to put their names to allegations because follow-up questions and other investigatory procedures may not be possible unless the source of the information is known. Nonetheless, concerns expressed anonymously will be investigated, with consideration given to:

- the seriousness of the issue raised;
- the credibility of the concern; and
- the likelihood of confirming the allegation from attributable sources.

Malicious Allegations

Malicious allegations may result in disciplinary action