



Whistleblowing (Public Interest Disclosures) Policy

Document Control

Owner:





likely to be endangered;

- That the environment has been, is being or is likely to be damaged; or,
- That information tending to show any of the above has been is being or is likely to be deliberately concealed.

3.2 The law places responsibilities upon the worker making a disclosure. In most cases,



position as a worker or their workplace activities, or as a student. The person making the disclosure should report any complaints of such treatment to the reportee. In such circumstances, with the whistleblower's consent and co-operation, the



action taken to look into a disclosure could be



of a named individual are substantiated, the reportee will consider whether the matters should be referred for action under the staff or student disciplinary procedures.

- 7.7 A formal account of the investigation and outcomes shall be made at the subsequent meeting of the Audit Committee.

8. External Disclosure

- 8.1 If, having followed the procedure under this policy, the whistleblower is not satisfied with the outcome of any investigation or further action taken by the University, they may raise the matter on a confidential basis directly with the police, the Office for Students, the Department for Business Innovation and Skills, a Member of Parliament or other appropriate public authority. Before taking any such action, it is recommended that the whistleblower informs the reportee. The reportee will advise the whistleblower on the requirements of the Public Interest Disclosure Act relating to external disclosures, with support of the Deputy University Secretary (in confidence) where required.
- 8.2 The whistleblower may also raise the