



worker, student or other person (the  
C Z K L V W O W H E D R I Z E S U D some danger, fraud, illegal or other unethical behaviour or conduct in the  
workplace. Whistleblowers are protected by law, under the Employment Rights Act (1996) and the amendments  
made in the Public Interest Disclosure Act (1998) from being subjected to any detriment or unfairly dismissed as  
a result.

- x information tending to show any matter falling within any one of the preceding paragraphs has been, is being or is likely to be deliberately concealed.

These examples are not intended to be exhaustive.

Generally, concerns are likely to involve something which may be unlawful, or which may be contrary to college policies, or which falls below or breaches established standards or practices or which amounts to unethical or improper conduct & standards of behaviour

It is not necessary for you to have proof that such an act is being, has been, or is likely to be, committed - a reasonable belief is sufficient.

### 3. Procedure

**3.1** Any Whistleblower ZKR E H O L H Y H V U H D V R Q D E O \ D Q G L Q J R R G I D L W K W K should report this immediately to a Designated Officer, that being, the Clerk to the Council, in their absence, the Head of HR The Designated Officer will report to the most senior person in the organisation, who will commission any further investigation.

**3.2** If these channels have been followed and Whistleblowers still have concerns, or feel that the matter is so serious that it cannot be discussed with either of the Designated Officers, they should contact the Chairman of the Audit Committee

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individual concerned as to how best to proceed in these circumstances.

**3.6** Whistleblowers should be aware that the policy will apply where they reasonably believe that the information disclosed, and any alleg.18 Td [(whe)12.99889 eg.1 (,)3(th)2.998 4 (o)4.0go0052>3.995 <0003> (a