

WHISTLEBLOWING POLICY

Policy Statement

cHRysos HR Solutions Limited is committed to ensuring the provision of duty of care to all staff, associates, learners, and apprentices. cHRysos HR Solutions Limited has a positive commitment and open approach to whistleblowing. This policy is intended to be used in line with the Public Interest Disclosure Act 1998 (PIDA) and provides protection for whistleblowing on wrongdoing. This policy encourages staff, associates, learners, and apprentices to raise concerns with cHRysos HR Solutions Limited and/or appropriate awarding bodies or authorities (CIPD, ESFA, OFSTED) should they feel the issue would not be addressed independently.

Introduction

If you are concerned about issues that you see or hear in relation to cHRysos HR Solutions Limited, your first course of action should be to link into the relevant policies and procedures. However, those policies and procedures may not appear to be appropriate where:

- There is no relevant procedure; or
- You have genuine concerns about using a procedure at either the outset or the end of the process; and
- Your concern is about conduct likely to harm the reputation of cHRysos HR Solutions Limited and/or the associated Awarding Bodies or other authorities (CIPD, ESFA)

In such a situation it can be difficult to know what to do. You may be worried about raising such issues or you may want to keep the concerns to yourself, perhaps feeling it is not any of your business or that it is only a suspicion. However, this policy will enable you to raise genuine concerns about such matters at an early stage and in the right way. cHRysos HR Solutions Limited would rather you raised the matter when it is of first concern, rather than wait for proof. Please also see the policies on Malpractice and Maladministration, Fraud and Financial Irregularity and Safeguarding and Prevent.

Scope

This policy applies to individuals who work for, are associated with or are learners on any cHRysos HR Solutions programmes.

Definition

Whistleblowing: is a term used when an individual discloses information relating to suspected malpractice or wrongdoing and/or the covering up of suspected malpractice or wrongdoing.

Whistleblowing is distinct from both complaints and employment disputes.

Complaints: an expression of personal dissatisfaction dealt with under the Complaints Policy

Employment Disputes: where a member of staff/associate has a dispute about his/her employment position or contract; dealt with via the management structure or Grievance Policy.

The content of the disclosure

Disclosing a genuine concern which, in your honest, reasonable belief, is in the public interest and suggests that wrongdoing has been committed, is being committed or is likely to be committed, could qualify for protection under PIDA. Wrongdoing includes (but is not limited to):

- A criminal offence has been, is being, or is likely to be committed
- A person has failed, is failing, or is likely to fail to comply with a legal obligation
- A miscarriage of justice has occurred, is occurring, or is likely to occur
- The health and safety of an individual has been, is being, or is likely to be endangered, including instances of harm, abuse, negligence, or radicalisation
- The environment has been, is being, or is likely to be damaged, or
- Information relating to any of the above has been, or is likely to be deliberately concealed

This policy additionally covers any conduct not included above which appears likely to, or may cause harm to, the reputation of cHRysos HR Solutions Limited and/or the Awarding Bodies (CIPD, ESFA (Part of DfE), OFSTED).

What should you do if you have a concern about malpractice or wrongdoing?

Whistleblowing disclosures can be made by e-mail to sheila@chrysos.org.uk, by phone between 0900-1700 Monday-Friday to Sheila Moore, Managing Director on 0330 0562443, or by post to:

Sheila Moore
Managing Director

cHRysos HR Solutions Limited
Registered Office
47 Grove Street, Retford, Notts DN22 6LA

Please mark the envelope 'Personal and In Confidence'.

If you have a whistleblowing concern that you wish to raise with the Awarding Body, then you should address this to:

Chartered Institute of Personnel and Development
Chartered Institute of Personnel and Development 151 The Broadway London SW19 1JQ Phone 020 8612 6200
The Department for Education (DfE) Note: Education and Skills Funding Agency (ESFA) became part of Department for Education in April 2025
DfE general enquiries Contact: https://www.gov.uk/contact-dfe Telephone 0370 000 2288 Opening times Monday to Friday: 9am to 5pm Closed at weekends and bank holidays
OFSTED
Complain about a further education college or apprenticeship - GOV.UK

What happens after the disclosure is made?

1. If you have provided contact details, you will be sent an initial acknowledgement that your disclosure has been received.
2. You will normally be asked to provide as much of the evidence as possible that you have seen to support your disclosure

3. A full investigation will be conducted. Anonymous whistleblowing disclosures will be reviewed and investigated; however, it may not always be possible to substantiate anonymous disclosures.
4. Each disclosure of information will be considered with sensitivity and care; we will decide upon an appropriate response. Information may be shared with third parties as and when it is considered necessary.
5. We will endeavour to keep you updated about the action being taken in response to your disclosure, usually within 28 working days from receipt of the disclosure.

Do I have to reveal my identity?

You do not have to reveal your identity. However, if you disclose your identity, it will be easier for us to:

- Look into the matter
- Protect your position
- Give you feedback where appropriate

Confidentiality

We will always endeavour to keep a whistle-blower's identity confidential where asked to do so, although we cannot guarantee this, and we may need to disclose your identity to:

- The police, fraud prevention agencies or other law enforcement agencies (to investigate or prevent crime, including fraud)
- The court (in connection with court proceedings)
- The local authority designated officer in the case of safeguarding issues
- To any other person whom we are required by law to disclose your identity

A whistle-blower should also recognise that they may be identifiable by others due to the nature or circumstances of the disclosure.

What happens after the investigation?

The Managing Director will ensure, to the appropriate extent that the findings of the investigation are communicated to:

- You, as the person raising the wrongdoing concern
- The individual(s) under investigation and if appropriate, other external authorities who may need to consider whether action should be taken based on the findings

Monitoring and Review

The Whistleblowing Policy will be reviewed annually to ensure it remains fit for purpose.

Reviewed by	Sheila Moore
Position	Managing Director
Date of review	April 2025
Signature	