CODE OF PRACTICE ON WHISTLEBLOWING

Set out below is the University’s code of practice on whistleblowing. It accords with recent legislation, and especially with the Public Interest Disclosure Act 1998, but is not intended to be a simple replication of the Act. Instead, it sets out the way in which the University will implement its responsibilities in respect of whistleblowing. Indeed, the code is in parts broader in application than the Act: it covers students, for example, who are not protected under the Act. However, the code is not a substitute for the legal protection afforded by the Act, the statutory provisions of which apply irrespective of anything set out below.

The code falls into two sections. The first, covered in paragraphs 1-14, constitutes a statement of general policy, the underlying theme of which is that the University encourages, and will support, responsible whistleblowing. The second section, covered in paragraphs 15-19, outlines the procedure by which the University will handle concerns expressed by any whistleblower.

POLICY

Introduction

1. The University of Leeds is committed to conducting its affairs in accordance with the highest possible standards of probity and integrity, and to maintaining governance arrangements which are efficient, effective and economic, expeditious and timely, open and transparent, and collegial; which meet relevant legal requirements and obligations; which provide for proper accountability; and which promote integrity and objectivity in the conduct of University business.

2. In this context, the University is committed to ensuring that it has procedures in place to help to expose any malpractice, misconduct, corruption, maladministration or other impropriety.

3. Usually, members of staff or students are the first to become aware of suspected malpractice or impropriety. The University recognises that it is by no means an easy task to ‘blow the whistle’ on such suspicions. It recognises, for example, that a person suspecting malpractice or impropriety might be reluctant to take steps which might lead to action being taken against fellow members of the institution; similarly, it recognises that individuals suspecting malpractice or impropriety might be deterred from reporting it by a fear that they themselves might be victimised. Nonetheless, if the University is to maintain the highest standards of conduct, it must be given the opportunity to investigate any suspected instance of malpractice or impropriety. It might be that an allegation proves to be unfounded, but it is everyone’s interests - and those of the University as a whole - that all allegations are investigated and properly resolved. The University therefore affirms that, unless he or she is acting maliciously, anyone raising concerns about malpractice or impropriety is acting responsibly and properly; this is true even if the concern turns out to be due to a misunderstanding or otherwise groundless. (The University does, however, have a duty to protect its employees...
from malicious complaints; and appropriate disciplinary action may be taken against anyone found to have acted maliciously in bringing forward an unfounded allegation.) Against this background, it should be understood that every member of staff has a role to play in protecting the integrity of the University’s activities; and all staff are strongly encouraged to report any suspected malpractice or impropriety.

4. This document has been drawn up in order to provide staff and students with the support and guidance they will need if they suspect that malpractice or impropriety has taken place. All such concerns will be taken seriously, and will be handled fairly and in confidence.

What is whistleblowing?

5. Whistleblowing has been defined as

the disclosure ... of confidential information which relates to some danger, fraud, or other illegal or unethical conduct connected with the workplace, be it of the employer or ... employees.

6. The Public Interest Disclosure Act 1998 encourages employees to raise such concerns internally in the first instance, and regulates the situations in which they may raise the matter externally (see below). Among other things, the Act defines the type of ‘qualifying disclosure’ covered by the Act as one which is made in ‘good faith’, in the reasonable belief that the allegation is substantially true, and which has not been made for personal gain.

7. This definition provides one of the underlying assumptions for the policy and procedures set out in this document, in that they are intended not only to provide guidance and protection to those making disclosures, but to ensure that disclosures are made with good reason and not for trivial, vexatious or malicious reasons.

What type of incident or behaviour is covered?

8. Although this list is not exhaustive, instances of serious malpractice or impropriety might include:

◊ criminal activity
◊ financial malpractice or fraud, and non-financial maladministration or other impropriety
◊ failure to comply with legal obligations, or with those of the University’s constitution
◊ danger to health, safety and the environment
◊ professional malpractice
◊ improper conduct or unethical behaviour
◊ sexual or racial harassment or work-place bullying
◊ abuse or misuse of University property
◊ attempts to conceal any of the above

Who is covered by University’s procedures?

9. The procedures set out below apply to all staff\(^1\) and students of the University, to members of the Court and the Council, to retired and honorary staff and to staff employed by subsidiary companies of the University.

Principles informing the University's approach

10. The University is committed to investigating disclosures fully, fairly, quickly, and confidentially, and to protect those making allegations from victimisation. In the latter connection, the University will take all reasonable steps to ensure that the identity of those raising allegations, and of those against whom such allegations are made, will be kept secret except insofar as disclosure is judged necessary for the purpose of carrying out a full and fair investigation (or for taking appropriate action against anyone found to have acted improperly).

Anonymous disclosures

11. There may be occasions when members of staff feel that the circumstances of any allegation of malpractice or impropriety are such that they can only make a disclosure anonymously. Unfortunately, it can be difficult, however, to investigate anonymous disclosures properly, and equally difficult to make judgements about the extent to which such a disclosure has been made in ‘good faith’ (see paragraph 6 above); and there may be instances in which, having taken all the information available into account, the University might not pursue anonymous allegations.

External disclosure

12. As noted in paragraph 6 above, the Public Interest Disclosure Act 1998 regulates the situations in which employees can make external disclosures. The University is confident that the procedure for internal disclosure of allegations of malpractice or impropriety set out in this document is sufficiently robust to ensure that suspicions are properly dealt with. Nonetheless, a paper setting out the criteria within which legal protection is afforded under the Act for external disclosures is attached as Annex I.

Support and advice

13. Within the University, advice and guidance to those contemplating blowing the whistle is available from staff unions and the University (Students’) Union. Personal support may also be available from the Staff Counsellor.

14. Externally, a charity entitled Public Concern at Work offers, among other things, help and advice for staff and employers in connection with whistleblowing.

\(^1\) Including: staff contracted to work at the University by an external body (e.g. an employment agency); and those undertaking work experience at the University.
Members of staff who wish to do so can contact the organisation either on ☎ 0171 404 6609 or via website http://www.pcaw.demon.co.uk.

**PROCEDURE**

**Raising concerns**

15. In general, members of the University wishing to ‘blow the whistle’ on suspected malpractice or impropriety should contact the Registrar and Secretary, though they may if they wish contact another senior officer of the University (in particular, the Finance and Commercial Director, the Director of Human Resources or the Deputy Secretary) and, if they wish to avoid going through the Administration, they may raise their concerns with any member of the Court or the University’s Audit Committee or the University’s internal auditors (PricewaterhouseCoopers). Whistleblowers will normally be asked to put their concerns in writing, and, unless the concern relates to the Registrar and Secretary, will be referred to him to take forward as described below. The Registrar and Secretary may delegate to another officer of the University his responsibilities under this code of practice.

**What action will be taken at this stage?**

16. An official, written record will be kept of each stage of the procedure.

17. If the disclosure relates to suspected misconduct in academic research, the matter will be taken forward under the University’s *Protocol for Investigating Allegations of Misconduct in Academic Research*.\(^2\) If the disclosure relates to suspected financial misconduct, it will be investigated under the procedure set out in Chapter 2 of the University’s Financial Procedures. If it relates to harassment or workplace bullying, it will be investigated through the University’s Code of Practice\(^3\) thereon. If it relates to other matters, it will normally be dealt with by the Registrar and Secretary or his or her nominee, who will first meet the whistleblower and establish the basis of his or her concern, and then undertake such other enquiries as he or she considers necessary to determine whether or not there are *prima facie* grounds for considering that the concern is well-founded. If the conclusion is reached that there are such *prima facie* grounds, the Registrar and Secretary or his or her nominee may

(a) refer the matter to an external authority, for example the Police

(b) initiate an investigation through the University itself.

If, on the other hand, the conclusion is reached that there are no *prima facie* grounds for considering that the concerns are well-founded, the complainant and the Chairman of the Audit Committee will be advised accordingly. If the person who raised the concerns is not satisfied with the basis of that conclusion, he or she may ask the Chair of Court to appoint another person to review the decision. (The Court is a body which stands beyond, and above, the University’s decision-

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\(^2\) Further details on these matters is available in the Handbook for Academic and Academic-related Staff.

\(^3\) As above.
making machinery and management: its role is, as a guardian of the public interest, to see that the University is well managed, properly governed and responsive to public and local interests and concerns.)

18. Any investigation under 16 (b) will be carried out in accordance with the principles of natural justice, and with due regard to the statutory rights of all individuals involved in the case. The University will take all reasonable measures to ensure that an investigation is concluded as quickly as possible, and that it is impartial.

19. Although the form of an investigation under 16 (b) will vary depending on the nature of the suspected malpractice or impropriety, the University will normally involve people independent of the University’s management in the investigation. The default will be to invite the Court to establish a committee of three or four persons to hear the evidence and prepare a report with recommendations as appropriate.

20. On completion of an investigation, a formal report will be submitted to the Registrar and Secretary, with a copy made available to the whistleblower. The Registrar and Secretary may make copies available to others at his discretion, but will in all cases send one to the Chairman of the Audit Committee. The Registrar and Secretary and the Chairman of the Audit Committee will review the report and the actions taken to resolve the issue, and may request further actions or require a further report to satisfy themselves that the matter has been fully resolved. In particular, and in collaboration with other officers as appropriate, the Registrar and Secretary will ensure that appropriate action is taken if the investigation finds that the whistleblower’s concern have substance and that there has been some malpractice or impropriety: such action may include action under the University’s disciplinary procedures.

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WHISTLEBLOWING: LEGAL PROTECTION FOR DISCLOSURE

Introduction
1. The Public Interest Disclosure Act 1998 gives protection to whistleblowers but only if certain conditions are met. First, the disclosure has to be about a particular category of concern (see paragraph 2 below). Second, the disclosure must be made in a certain way (see paragraphs 3-8 below).

Qualifying disclosures
2. The Act provides protection for a worker only if he/she makes a qualifying disclosure, which is the disclosure of any information which the worker reasonably believes to indicate one or more of the following:
   • a criminal offence
   • a failure to comply with a legal obligation
   • a miscarriage of justice
   • a breach of health and safety regulations
   • damage to the environment
   • attempts to conceal any of the above.

Protected disclosures
3. When making a qualifying disclosure a worker is protected under the Act only if he/she is acting in good faith, and if he/she uses one of the following specified internal or quasi-internal routes of disclosure (not all of which are necessarily applicable in the university context):
   • to the employer, or to a person who has legal responsibility for the matter or whose conduct relates to it, or some other person in accordance with the employer’s procedure
   • to a legal adviser in the course of taking legal advice (a category of disclosure to which the ‘good faith’ precondition does not apply)
   • to a Minister of the Crown (where the employer is an individual or a body appointed by the Minister)
Additional statutory requirements for external disclosure

4. There are additional statutory requirements where a disclosure is made externally. The Act provides for the following three separate situations.

Disclosure to a prescribed person

5. This covers disclosure to a prescribed person or regulatory body prescribed by an order made by the Secretary of State for these purposes. In this case, to be covered by the protection afforded by the Act, a worker will have to show that he/she

- reasonably believes that the allegation falls within the remit of that person or body
- reasonably believes that the allegation is made in good faith and is substantially true
- is not acting for personal gain.

General external disclosures

6. If making a general external disclosure (e.g. through the press), to be covered by the Act a worker must fulfil the conditions set out in paragraph 5 above, and in addition must also show either that

- he/she believes that he/she will treated to his/her detriment if disclosure is made to the employer internally or to a prescribed person externally; or
- where there is no prescribed person, he/she reasonably believes that relevant evidence will be concealed or destroyed if he/she makes the disclosure to the employer; or
- he/she has already made substantially the same disclosure to an employer or prescribed person and in all the circumstances it is reasonable to make the disclosure.

7. In this context, reasonableness will be determined in relation to a variety of considerations including, inter alia: the identity of the person to whom the disclosure is made; the seriousness of the transgression and whether or not it is likely to recur; whether, in making a disclosure to an employer, the whistleblower has complied with his/her employer’s whistleblowing procedure; and any action which the recipient of any previous disclosure has taken.

Exceptionally serious breaches

8. While an exceptionally serious breach essentially falls into the category of a general external disclosure, the gravity of such a disclosure means that the requirements under the Act are different. In such a case, paragraphs 6 and 7 above do not apply, and a worker is protected under the Act provided only that he/she can demonstrate that

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4 Regulations accompanying the Act will be laid before Parliament for approval in the near future. Among other things, these will define the prescribed persons to whom workers may make disclosures.
• he/she is acting in good faith
• he/she reasonably believes that the allegation is substantially true
• he/she is not acting for personal gain
• the disclosure is of a very serious nature
• in all the circumstances of the case, it is reasonable for him/her to make the disclosure.

Summary
9. The Act provides statutory protection for a worker making a disclosure provided that

(a) the disclosure is covered by one or more of the six categories of qualifying disclosures set out in paragraph 2 above, and

(b) the disclosure is either

   (i) an internal or quasi-internal protected disclosure as set out in paragraph 3 above; or
   (ii) an external disclosure covered by the statutory requirements set out in paragraphs 5-8 above.

10. In essence, to gain protection under the Act, the requirements for external disclosure (other than to a legal adviser) are more stringent than those for internal or quasi-internal disclosure, and the effect of the Act is therefore to encourage whistleblowers so far as possible to raise their concerns internally.