

Whistle Blowing Policy

Global London College encourages an environment whereby all staff and students should feel safe to raise any concerns they may have.

The College places an onus on all of its staff members to raise any concerns they have, and these concerns should be raised directly with the Principal.

Examples of concerns that are expected to be raised may include:

- Welfare concerns (of both students and staff), including any safeguarding or bullying issues.
- Health and Safety concerns
- Criminal offences or activities
- Covering up wrongdoing of any kind
- Data breaches

However, if a member of staff has any concerns that GLC would (i) cover up the incident, (ii) discriminate against them for reporting the incident, or (iii) they have already reported the incident but the College has not acted to resolve the issue, then the staff member is able to take the opportunity to report the matter to the prescribed person or body. A list of prescribed people or bodies can be found on the following UK government website:

<https://www.gov.uk/government/publications/blowing-the-whistle-list-of-prescribed-people-and-bodies--2>

Global London College has a policy that no staff member can be dismissed for 'whistle-blowing' in the following incidents:

- If the health & safety of any student or staff member is in danger
- If there is the risk or potential risk that there could be damage to the environment
- If a criminal offence has been, is in the process of, or will be committed
- If the College is not obeying the law or complying with its statutory duties
- If someone is covering up wrongdoing

GLC encourages whistleblowing in all of the above circumstances, and no member of staff will be discriminated against as a result.

Policy reviewed: December 2021

Next review due: December 2022