

NATD

National Association of Teachers of Dancing

Guidance in relation to the Public Interest Disclosure Act (Whistleblowing)

1. What is Whistle blowing?

The Public Interest Disclosure Act (PIDA) gives legal protection to employees from being dismissed or penalised by their employers as a result of publicly disclosing ("blowing the whistle on") certain serious concerns.

Whistleblowing encourages and enables employees to raise serious concerns internally rather than overlooking a problem or 'blowing the whistle' outside.

Employees are often the first to realise that there is something seriously wrong with examination procedures or processes. However, they may not express their concerns as they feel that speaking up would be disloyal to their colleagues.

2. What types of concern are covered?

This policy covers all actions which are considered to be unprofessional, inappropriate or conflict with a general understanding of what is right and wrong. This includes:

- Conduct which is an offence or a breach of law.
- Malpractice or maladministration by teachers or examiners.
- Failure to comply with a legal obligation.
- Disclosures related to miscarriages of justice.
- Health and safety risks, including risks to the public as well as other employees.
- Damage to the environment.
- Possible fraud and corruption.
- Sexual, physical or other abuse of clients.
- Other unethical conduct.

3. What should you do if you want to voice your concern with NATD?

You can raise your concern in confidence to NATD if you feel that you are unable to take your concerns to your employer

You will still be protected by the PIDA if:

- You reasonably believe that by making the disclosure to your employer you will be victimised; **or**
- You reasonably believe that by making the disclosure to your employer there is likely to be a cover-

up; **or**

- The matter has previously been raised internally or with the sector regulator.

4. Confidentiality

All concerns will be treated in confidence and every effort will be made not to reveal your identity if you so wish. At the appropriate time, however, you may need to come forward as a witness.

This policy encourages you however to put your name to your concern whenever possible. Please note that if disclosing information, you must:

- Believe the disclosure of information is in the public interest.
- Must believe it to be substantially true.
- Must **not** act maliciously or make false allegations.
- Must **not** seek any personal gain.

5. Who do you talk to and what happens if you contact NATD?

If you have a concern, you can contact the Quality Assurance Manager at NATD who will:

- Respect your rights under the PIDA.
- Understand the difficult position that you are in; **and**
- Explain the importance of supporting evidence and the sort of evidence that might help in your particular case.

NATD will make every effort to protect your identity, if that is what you wish, unless legally obliged to release it. This may be in the course of a police investigation, for example. Please be aware that it will not be possible for NATD to provide you with a report on the findings or outcome of any investigation that may ensue.

You may also find the following websites useful:

Public Concern at Work: [Protect | Speak Up, Stop Harm](#)

Ofqual: [Ofqual's whistleblowing policy - GOV.UK](#)